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ABSTRACT

This technical report summarizes the evaluation ratings given to professionals on probation or up for contract renewal in the Austin Independent School District. Graphs, tables, and rankings are presented for each specified population: all district teachers combined; teachers by school level (elementary, junior high, senior high); teachers by school level and subject area; teacher summaries for each school; all counselors; all librarians; all special education teachers; and nine additional special education subdivisions. Copies of the evaluation instruments, card formats for evaluation form data, the data processing flowchart, the 1984-85 dissemination schedule, and memos to Office of Staff Personnel Assistant Directors are attached. (BS)

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OFFICE OF RESEARCH AND EVALUATION
AUSTIN INDEPENDENT SCHOOL DISTRICT

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PROFESSIONAL PERSONNEL EVALUATION SYSTEM:

1983-84 Final Technical Report

September, 1984

Evaluator:
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Secretary:
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Professional Personnel Evaluation System

INTRODUCTION

This technical report summarizes the ratings given on a full evaluation to professionals on probation or up for contract renewal. All regular and special education teachers, counselors, and librarians receiving full evaluations were evaluated with the instruments shown in Attachment L-1 (page L-5). The ratings were summarized in a way that can assist in planning staff development activities for the upcoming school year. Sections of this report are included in the Systemwide Evaluation: 1983-84 Technical Report, Vol. III, Appendix L.

Job codes and location codes were used in grouping the professionals for various summaries. A list of the professionals scheduled for full evaluation was requested from the Office of Staff Personnel programmer to assist in the coding and verification activities. This list was obtained using program EV-150. It includes the following information: location code, social security number, sex, ethnicity, contract/evaluation status, job code, job name, and budget location.

The completed evaluation forms were requested in May from the assistant directors in the Office of Staff Personnel. However, these forms did not become available until late June. In addition, some Special Education forms were not received by the assistant director until August.

Only a small number of the evaluation forms were obtained at one time to avoid interfering with the staffing conferences being conducted by the assistant directors. The forms (only the first of two pages) were xeroxed and returned immediately to the assistant directors that same day.

Each evaluation form was checked to make certain the proper evaluation instrument had been used and a social security number and location code were present. If a professional had been evaluated on the wrong evaluation instrument, the evaluation form used was excluded from the data analyses. All handwritten social security numbers were verified. Some special education professionals had two evaluation forms, usually one completed by a principal and one completed by a special education supervisor. In such instances, only the evaluation form completed by the special education supervisor was included in the summaries. Evaluation forms for temporary personnel were not included in the data analyses. After checking each form, the name of the person being evaluated was scratched out with a black marker to ensure the confidentiality of each professional's evaluation.

An outline was used to guide the data analyses procedures (see Attachment L-2, page L-14). This outline had been developed for last year's technical report. The data for each professional were prepared in two steps. The first step was to keypunch the professional's social security number, location code, and ratings on the competencies. The card formats for the evaluation instruments are provided in Attachment L-3 (page L-18). The data were keypunched and verified at STATCO data processing service. The confidentiality of each professional's evaluation was maintained throughout. Although the names of the persons being evaluated were scratched out, ORE requested that the evaluation forms be locked in a secure place when not being keypunched or verified. STATCO was also requested to sign a form certifying that they had received the forms and that they understood that the forms were confidential (see Attachment L-4, page L-23).

In the second step, the District Priorities data analyst added job codes to the file created in step one by using the District's Employee Master Record File.

The data tape and programs are stored on the AISD system. Attachment L-5 (page L-27) is a flowchart of all the activities involved in processing and analyzing the 1983-84 evaluation ratings. It was developed by last year's District Priorities data analyst to document all procedures, programs, and output.

Districtwide Evaluation Summaries

The evaluation ratings are summarized in three formats:

- o Bar Graphs. These summaries are a graphic display of the ratings (5, 4, 3, 2, 1) given to a specified population versus the ratings given on the average Districtwide.
- o Tables. These summaries display the mean ratings the specified population received on each competency sub-area. The tables also show the frequency with which different ratings were given for each competency and competency sub-area.
- o Rankings. These summaries rank the competencies according to the mean ratings received by the specified population.

The districtwide (all elementary and secondary teachers combined) evaluation bar graph, table, and ranking are shown in Attachment L-6 (page L-29). Attachments L-7 (page L-51) through L-11 (page L-433) provide evaluation summaries for other designated populations.

Dissemination

In order to provide feedback to district staff and to comply with the personnel evaluation procedures stated in the AISD Accreditation Plan, the evaluation summaries are disseminated to various personnel during August. The dissemination schedule is shown in Attachment L-12 (page L-547). For ducumentation purposes, the evaluator responsible for accreditation must be given the dissemination schedule; a sample evaluation bar graph, table, and ranking; and a copy of the memo that accompanies the bar graphs, tables, and rankings sent to principals. Memos accompanying the summaries sent to the assistant directors are shown in Attachment L-13 (page L-550).

Professional Personnel Evaluation Forms

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AUSTIN INDEPENDENT SCHOOL DISTRICT

TEACHER EVALUATION FORM

19 ☐☐

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐

First Name ☐☐☐☐☐☐☐☐☐☐☐☐

M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐

Grade or Subject ____________________

School/Location ____________________

School Code ☐☐☐

Circle the appropriate status below:

PRESENT CONTRACT STATUS—PROBATIONARY/TERM: 1P1 1P2 1P3 1P4 P1 3 2 1 1R 2R

PRESENT EVALUATION STATUS—GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the teacher who achieves success. Based on performance information, the evaluator estimates the teacher's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the teacher's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. Is physically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective role model.	X	5	4	3	2	1	0	
5. Uses common sense; behaves reasonably.	X	5	4	3	2	1	0	
6. Shows enthusiasm for work.	X	5	4	3	2	1	0	
7. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
8. Demonstrates professional growth.	X	5	4	3	2	1	0	
9. Works effectively with teachers, student teachers, and support personnel.	X	5	4	3	2	1	0	
B. Procedural and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports up-to-date and accurate.	X	5	4	3	2	1	0	
3. Documents student progress effectively.	X	5	4	3	2	1	0	
II. TEACHING EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Areas								
1. Uses the basic essentials of standard English in oral and written communications and in spelling.	X	5	4	3	2	1	0	
2. Uses the basic essentials of mathematics skills and concepts.	X	5	4	3	2	1	0	
3. Has knowledge and broad background in subjects taught.	X	5	4	3	2	1	0	
4. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
5. Teaches lessons and units that reflect the AISD curricula.	X	5	4	3	2	1	0	
B. Instructional Skills								
1. Diagnoses individual and class difficulties.	X	5	4	3	2	1	0	
2. Plans instruction around needed student competencies.	X	5	4	3	2	1	0	
3. Designs lessons incorporating a variety of materials, instructional techniques, and learning activities.	X	5	4	3	2	1	0	
4. Designs lessons and units with clear, logical, and sequential content.	X	5	4	3	2	1	0	
5. Prepares written lesson plans with instructional objectives which are evident to students and self.	X	5	4	3	2	1	0	

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
B. Instructional Skills (Cont.)								
6. Makes clear to students standards for learning performance.	X	5	4	3	2	1	0	
7. Presents subject matter appropriate to the needs, abilities, and interests of students.	X	5	4	3	2	1	0	
8. Employs creative and imaginative approaches to teaching.	X	5	4	3	2	1	0	
9. Utilizes a variety of questioning strategies.	X	5	4	3	2	1	0	
10. Prepares appropriate test and evaluation activities to measure student learning.	X	5	4	3	2	1	0	
11. Interprets own tests and evaluation activities accurately.	X	5	4	3	2	1	0	
12. Reports test and evaluation data constructively to parents.	X	5	4	3	2	1	0	
C. Classroom Management Skills								
1. Maintains class control in an atmosphere conducive to learning.	X	5	4	3	2	1	0	
2. Is prepared to begin teaching at the beginning of each class period.	X	5	4	3	2	1	0	
3. Organizes class routines so little time is lost in transition from one learning activity to another.	X	5	4	3	2	1	0	
4. Allocates time to include presentation of all appropriate content.	X	5	4	3	2	1	0	
5. Practices positive reinforcement techniques.	X	5	4	3	2	1	0	
6. Uses a variety of motivational activities.	X	5	4	3	2	1	0	
7. Involves all students in learning activities.	X	5	4	3	2	1	0	
8. Provides enrichment activities for all students who complete assigned work.	X	5	4	3	2	1	0	
III. STUDENT/TEACHER RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters students' self-control and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Treats students impartially.	X	5	4	3	2	1	0	
5. Is sensitive in dealing with individual and cultural differences.	X	5	4	3	2	1	0	
6. Communicates with students accurately, empathetically, and with understanding.	X	5	4	3	2	1	0	
7. Recognizes and responds to contributions of students.	X	5	4	3	2	1	0	
8. Respects students' rights and encourages their sense of responsibility.	X	5	4	3	2	1	0	
9. Moves around the room to facilitate individual learning.	X	5	4	3	2	1	0	

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EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee ____________________ Date ____________

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. ___
2. To third year probation. ___
3. To fourth year probation. ___
4. To three year contract. ___
5. To one year or two year contract (approaching age 70). ___
6. Return to one year probation. ___
7. Change from temporary to contractual status. ___
8. Retiring. ___
9. Resigning. ___
10. Should not be reemployed. ___
11. Should be reemployed on Grant status, if funding permits. ___

Signature of Evaluator ____________________ Date ____________

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[illegible]

AUSTIN INDEPENDENT SCHOOL DISTRICT

SPECIAL EDUCATION TEACHER EVALUATION FORM

19☐☐

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐ First Name ☐☐☐☐☐☐☐☐☐☐☐☐ M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐

Grade or Subject ______________________

School/Location ______________________

School Code ☐☐☐

Circle the appropriate status below:

PRESENT CONTRACT STATUS – PROBATIONARY/TERM: 1P1 1P2 1P3 1P4 P1 3 2 1 1R 2R

PRESENT EVALUATION STATUS – GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the special education teacher who achieves success. Based on performance information, the evaluator estimates the special education teacher's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the special education teacher's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. Is physically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective [illegible].	X	5	4	3	2	1	0	
5. [illegible]	X	5	4	3	2	1	0	
6. Shows enthusiasm for work.	X	5	4	3	2	1	0	
7. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
8. Demonstrates professional growth.	X	5	4	3	2	1	0	
9. Works effectively with teachers, [illegible] teachers, and support personnel.	X	5	4	3	2	1	0	
B. Procedural and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports completed and accurate.	X	5	4	3	2	1	0	
3. Documents student progress effectively.	X	5	4	3	2	1	0	
II. TEACHING EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Area								
1. Uses the basic conventions of standard English in oral and written communication and in spelling.	X	5	4	3	2	1	0	
2. Uses the basic elements of mathematics skills and concepts.	X	5	4	3	2	1	0	
3. Has knowledge and broad background in subjects taught.	X	5	4	3	2	1	0	
4. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
5. Teaches [illegible] that reflect the AISD curricula.	X	5	4	3	2	1	0	
B. Instructional Skills								
1. Diagnoses individual and class difficulties.	X	5	4	3	2	1	0	
2. Plans instruction around [illegible].	X	5	4	3	2	1	0	
3. Designs lessons incorporating a variety of materials, [illegible] techniques, and learning activities.	X	5	4	3	2	1	0	
4. Designs lessons and units with clear, logical, and sequential content.	X	5	4	3	2	1	0	
5. Prepares lesson plans with instructional objectives which are [illegible] and end.	X	5	4	3	2	1	0	
6. Makes clear to students standards for working performance.	X	5	4	3	2	1	0	
7. Presents subject matter appropriate to the needs, abilities, and interests of students.	X	5	4	3	2	1	0	
8. Employs creative and imaginative approaches to teaching.	X	5	4	3	2	1	0	
9. Utilizes a variety of questioning strategies.	X	5	4	3	2	1	0	
B. Instructional Skills (Cont.)								
10. Prepares appropriate [illegible] activities to measure student learning.	X	5	4	3	2	1	0	
11. [illegible]	X	5	4	3	2	1	0	
12. Reports [illegible] to parents.	X	5	4	3	2	1	0	
C. Classroom Management Skills								
1. Maintains class climate in an atmosphere conducive to learning.	X	5	4	3	2	1	0	
2. Is prepared to begin teaching at the beginning of each class period.	X	5	4	3	2	1	0	
3. Organizes class routines so that [illegible] from one learning activity to another.	X	5	4	3	2	1	0	
4. Allocates time to include presentation of all appropriate content.	X	5	4	3	2	1	0	
5. Promotes [illegible] behavior.	X	5	4	3	2	1	0	
6. Uses a variety of reinforcement techniques.	X	5	4	3	2	1	0	
7. Involves all students in learning activities.	X	5	4	3	2	1	0	
8. Provides enrichment activities for all students who complete assigned work.	X	5	4	3	2	1	0	
III. STUDENT/TEACHER RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters [illegible] and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Treats students [illegible].	X	5	4	3	2	1	0	
5. Is [illegible]	X	5	4	3	2	1	0	
6. Communicates with students [illegible], and with understanding.	X	5	4	3	2	1	0	
7. Encourages and responds to contributions of students.	X	5	4	3	2	1	0	
8. [illegible]	X	5	4	3	2	1	0	
9. [illegible]	X	5	4	3	2	1	0	
IV. SPECIAL EDUCATION COMPETENCIES								
1. Ensures that all students have individual educational plans.	X	5	4	3	2	1	0	
2. Follows federal and state [illegible]	X	5	4	3	2	1	0	
3. Evaluates and updates individual students' plans [illegible]	X	5	4	3	2	1	0	
4. [illegible] with the individual educational plan.	X	5	4	3	2	1	0	
5. [illegible]	X	5	4	3	2	1	0	
6. Conducts [illegible]	X	5	4	3	2	1	0	
7. Coordinates [illegible] with other teachers and staff.	X	5	4	3	2	1	0	
8. [illegible] for each student.	X	5	4	3	2	1	0	

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[illegible]

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EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee ____________________ Date ____________

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. ____
2. To third year probation. ____
3. To fourth year probation. ____
4. To three year contract. ____
5. To one year or two year contract (approaching age 70). ____
6. Return to one year probation. ____
7. Change from temporary to contractual status. ____
8. Retiring. ____
9. Resigning. ____
10. Should not be reemployed. ____
11. Should be reemployed on Grant status, if funding permits. ____

Signature of Evaluator ____________________ Date ____________

AUSTIN INDEPENDENT SCHOOL DISTRICT

COUNSELOR EVALUATION FORM

19☐☐

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐ First Name ☐☐☐☐☐☐☐☐☐☐☐☐ M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐

Grade or Subject ______________________

School/Location ______________________

School Code ☐☐☐

Circle the appropriate status below:

PRESENT CONTRACT STATUS—PROBATIONARY/TERM: 1P1 1P2 1P3 1P4 P1. 3 2 1 1R 2R

PRESENT EVALUATION STATUS—GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the counselor who achieves success. Based on performance information, the evaluator estimates the counselor's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the counselor's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/As Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagree
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. Is physically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective role model.	X	5	4	3	2	1	0	
5. Uses common sense; behaves responsibly.	X	5	4	3	2	1	0	
6. Uses good judgment.	X	5	4	3	2	1	0	
7. Demonstrates a sense of humor.	X	5	4	3	2	1	0	
8. Shows enthusiasm for work.	X	5	4	3	2	1	0	
9. Shows initiative and imagination.	X	5	4	3	2	1	0	
10. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
11. Demonstrates professional growth.	X	5	4	3	2	1	0	
12. Works effectively with administrators, teachers, student teachers, and support staff.	X	5	4	3	2	1	0	
B. Procedures and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports up-to-date and accurate.	X	5	4	3	2	1	0	
II. COUNSELING EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Areas								
1. Uses the basic elements of standard English in oral and written communications and in spelling.	X	5	4	3	2	1	0	
2. Uses the basic elements of mathematics skills and concepts.	X	5	4	3	2	1	0	
3. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
4. Has knowledge and a broad background in counseling.	X	5	4	3	2	1	0	
5. Keeps well informed and up-to-date on counseling theory, practices, and procedures.	X	5	4	3	2	1	0	
B. Instrument Skills								
1. Diagnoses individual and group difficulties/problems.	X	5	4	3	2	1	0	
2. Administers achievement standardized tests properly.	X	5	4	3	2	1	0	
3. Interprets test and evaluation data accurately.	X	5	4	3	2	1	0	
4. Reports test and evaluation data competently.	X	5	4	3	2	1	0	
5. Plans a guidance program based on school needs.	X	5	4	3	2	1	0	
C. Management Skills								
1. Uses a variety of motivational strategies.	X	5	4	3	2	1	0	
2. Practices positive reinforcement techniques.	X	5	4	3	2	1	0	
D. Counselor Competencies								
1. Communicates an accurate picture of available counseling services.	X	5	4	3	2	1	0	
2. Provides effective personal counseling services to students on an individual basis.	X	5	4	3	2	1	0	
3. Provides effective personal counseling services to students in a group setting, if appropriate.	X	5	4	3	2	1	0	
4. Conducts an effective guidance program.	X	5	4	3	2	1	0	
5. Provides accurate information in the academic advising process, i.e., course selection, graduation requirements, and college entrance requirements.	X	5	4	3	2	1	0	
6. Works with the appropriate resource person(s) to provide students with relevant information about careers.	X	5	4	3	2	1	0	
7. Provides accurate and relevant information on job opportunities and job placement services.	X	5	4	3	2	1	0	
8. Provides accurate information on vocational training opportunities.	X	5	4	3	2	1	0	
9. Consults with administrators, teachers, and students in solving behavior and learning problems.	X	5	4	3	2	1	0	
10. Facilitates parents' and students' understanding and knowledge of student's abilities and potential.	X	5	4	3	2	1	0	
11. Works with students and parents on referral for professional counseling services, where appropriate.	X	5	4	3	2	1	0	
12. Utilizes school and community resources as referrals when appropriate.	X	5	4	3	2	1	0	
III. STUDENT/COUNSELOR RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters students' self-control and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Is sensitive in dealing with individual and cultural differences.	X	5	4	3	2	1	0	
5. Respects students' rights and encourages their sense of responsibility.	X	5	4	3	2	1	0	
6. Communicates effectively with students in a warm and sympathetic manner.	X	5	4	3	2	1	0	

83.68

EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

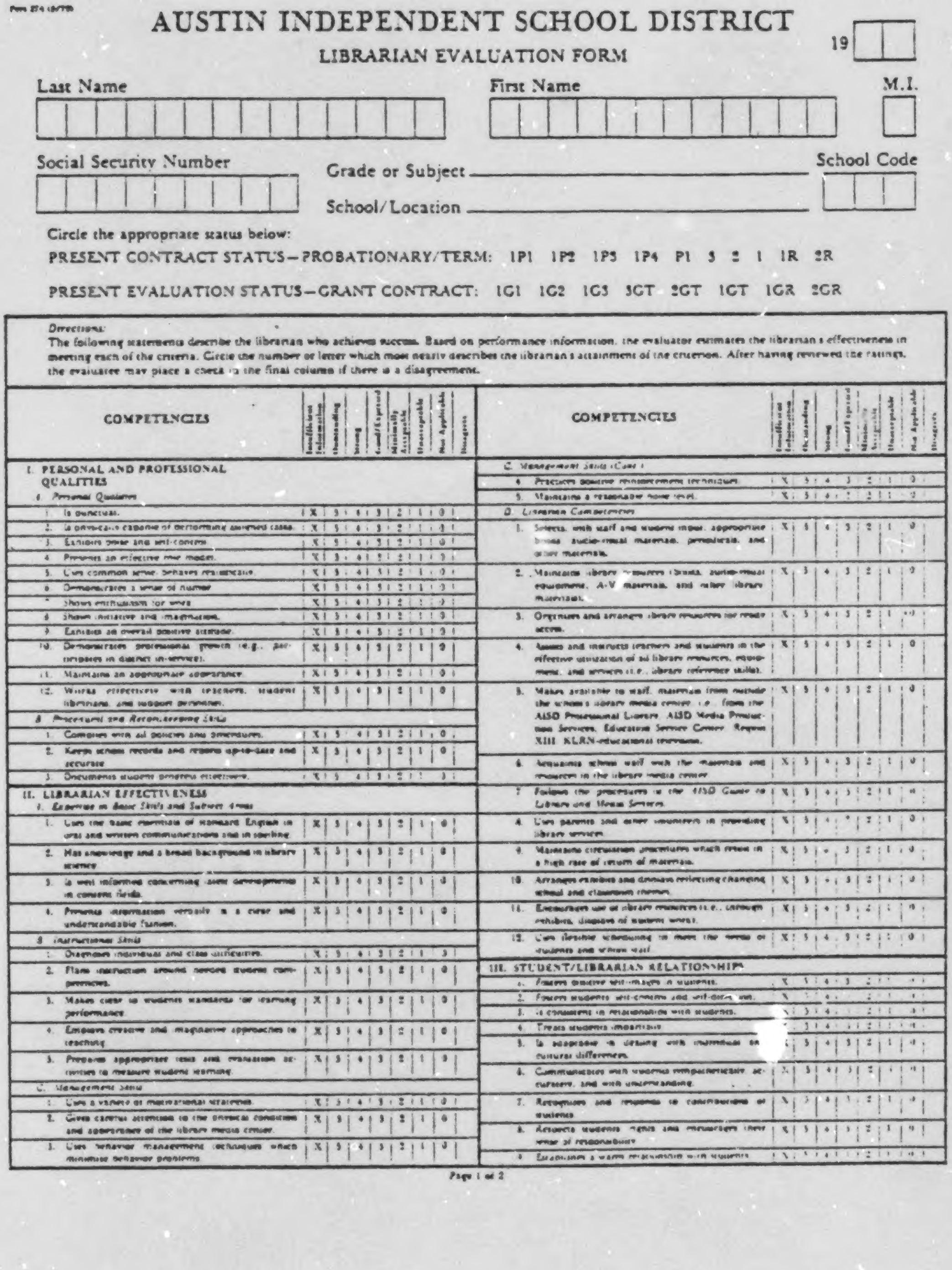
I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee ____________________ Date ____________

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. ____
2. To third year probation. ____
3. To fourth year probation. ____
4. To three year contract. ____
5. To one year or two year contract (approaching age 70). ____
6. Return to one year probation. ____
7. Change from temporary to contractual status. ____
8. Retiring. ____
9. Resigning. ____
10. Should not be reemployed. ____
11. Should be reemployed on Grant status, if funding permits. ____

Signature of Evaluator ____________________ Date ____________



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AUSTIN INDEPENDENT SCHOOL DISTRICT

LIBRARIAN EVALUATION FORM

19☐☐

Last Name ☐☐☐☐☐☐☐☐☐☐☐☐☐☐

First Name ☐☐☐☐☐☐☐☐☐☐☐☐

M.I. ☐

Social Security Number ☐☐☐☐☐☐☐☐☐

Grade or Subject ____________________

School/Location ____________________

School Code ☐☐☐

Circle the appropriate status below:

PRESENT CONTRACT STATUS—PROBATIONARY/TERM: 1P1 1P2 1P3 1P4 P1 3 2 1 1R 2R

PRESENT EVALUATION STATUS—GRANT CONTRACT: 1G1 1G2 1G3 3GT 2GT 1GT 1GR 2GR

Directions:
The following statements describe the librarian who achieves success. Based on performance information, the evaluator estimates the librarian's effectiveness in meeting each of the criteria. Circle the number or letter which most nearly describes the librarian's attainment of the criterion. After having reviewed the ratings, the evaluatee may place a check in the final column if there is a disagreement.

COMPETENCIES	Insufficient Information	Outstanding	Strong	Good/Expected	Minimally Acceptable	Unacceptable	Not Applicable	Disagrees
I. PERSONAL AND PROFESSIONAL QUALITIES								
A. Personal Qualities								
1. Is punctual.	X	5	4	3	2	1	0	
2. Is physically capable of performing assigned tasks.	X	5	4	3	2	1	0	
3. Exhibits poise and self-control.	X	5	4	3	2	1	0	
4. Presents an effective role model.	X	5	4	3	2	1	0	
5. Uses common sense; behaves reasonably.	X	5	4	3	2	1	0	
6. Demonstrates a sense of humor.	X	5	4	3	2	1	0	
7. Shows enthusiasm for work.	X	5	4	3	2	1	0	
8. Shows initiative and imagination.	X	5	4	3	2	1	0	
9. Exhibits an overall positive attitude.	X	5	4	3	2	1	0	
10. Demonstrates professional growth (e.g., participates in district in-services).	X	5	4	3	2	1	0	
11. Maintains an appropriate appearance.	X	5	4	3	2	1	0	
12. Works effectively with teachers, student librarians, and support personnel.	X	5	4	3	2	1	0	
B. Procedural and Recordkeeping Skills								
1. Complies with all policies and procedures.	X	5	4	3	2	1	0	
2. Keeps school records and reports up-to-date and accurate.	X	5	4	3	2	1	0	
3. Documents student progress effectively.	X	5	4	3	2	1	0	
II. LIBRARIAN EFFECTIVENESS								
A. Expertise in Basic Skills and Subject Areas								
1. Uses the basic mechanics of standard English in oral and written communications and in spelling.	X	5	4	3	2	1	0	
2. Has knowledge and a broad background in library science.	X	5	4	3	2	1	0	
3. Is well informed concerning latest developments in content fields.	X	5	4	3	2	1	0	
4. Presents information verbally in a clear and understandable fashion.	X	5	4	3	2	1	0	
B. Instructional Skills								
1. Diagnoses individual and class deficiencies.	X	5	4	3	2	1	0	
2. Plans instruction around needed student competencies.	X	5	4	3	2	1	0	
3. Makes clear to students standards for learning performance.	X	5	4	3	2	1	0	
4. Employs creative and imaginative approaches to teaching.	X	5	4	3	2	1	0	
5. Prepares appropriate tests and evaluation activities to measure student learning.	X	5	4	3	2	1	0	
C. Management Skills								
1. Uses a variety of motivational strategies.	X	5	4	3	2	1	0	
2. Gives careful attention to the physical condition and appearance of the library media center.	X	5	4	3	2	1	0	
3. Uses behavior management techniques which minimize behavior problems.	X	5	4	3	2	1	0	
C. Management Skills (Cont.)								
4. Practices positive reinforcement techniques.	X	5	4	3	2	1	0	
5. Maintains a reasonable noise level.	X	5	4	3	2	1	0	
D. Librarian Competencies								
1. Selects, with staff and student input, appropriate books, audio-visual materials, periodicals, and other materials.	X	5	4	3	2	1	0	
2. Maintains library resources (books, audio-visual equipment, A-V materials, and other library materials).	X	5	4	3	2	1	0	
3. Organizes and arranges library resources for ready access.	X	5	4	3	2	1	0	
4. Assists and instructs teachers and students in the effective utilization of all library resources, equipment, and services (i.e., library reference skills).	X	5	4	3	2	1	0	
5. Makes available to staff, materials from outside the school's library media center, i.e., from the AISD Professional Library, AISD Media Production Services, Education Service Center, Region XIII, KLRN-educational television.	X	5	4	3	2	1	0	
6. Acquaints school staff with the materials and resources in the library media center.	X	5	4	3	2	1	0	
7. Follows the procedures in the *AISD Guide to Library and Media Services.*	X	5	4	3	2	1	0	
8. Uses parents and other volunteers in providing library services.	X	5	4	3	2	1	0	
9. Maintains circulation procedures which result in a high rate of return of materials.	X	5	4	3	2	1	0	
10. Arranges exhibits and displays reflecting changing school and classroom themes.	X	5	4	3	2	1	0	
11. Encourages use of library resources (i.e., through exhibits, displays of student work).	X	5	4	3	2	1	0	
12. Uses flexible scheduling to meet the needs of students and school staff.	X	5	4	3	2	1	0	
III. STUDENT/LIBRARIAN RELATIONSHIPS								
1. Fosters positive self-images in students.	X	5	4	3	2	1	0	
2. Fosters students' self-control and self-direction.	X	5	4	3	2	1	0	
3. Is consistent in relationships with students.	X	5	4	3	2	1	0	
4. Treats students impartially.	X	5	4	3	2	1	0	
5. Is receptive in dealing with individual and cultural differences.	X	5	4	3	2	1	0	
6. Communicates with students sympathetically, accurately, and with understanding.	X	5	4	3	2	1	0	
7. Recognizes and responds to contributions of students.	X	5	4	3	2	1	0	
8. Respects students' rights and encourages their sense of responsibility.	X	5	4	3	2	1	0	
9. Establishes a warm relationship with students.	X	5	4	3	2	1	0	

Page 1 of 2

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PAGE 2 of 2

EVALUATOR'S GENERAL EVALUATION STATEMENT—Summary statement concerning overall competency, including statements as to unusual strengths and/or weaknesses.

EVALUATOR'S RECOMMENDATION OF WHAT EVALUATEE NEEDS TO DO TO IMPROVE:

EVALUATEE'S COMMENTS—Summary statement of disagreement with any of the competency ratings.

I have read this evaluation, and after a conference with my immediate supervisor concerning it, I have received a copy of the completed evaluation instrument.

Signature of Evaluatee ______________________ Date ____________

EVALUATOR'S RECOMMENDATION ON CONTRACT STATUS:

1. To second year probation. —
2. To third year probation. —
3. To fourth year probation. —
4. To three year contract. —
5. To one year or two year contract (approaching age 70). —
6. Return to one year probation. —
7. Change from temporary to contractual status. —
8. Retiring. —
9. Resigning. —
10. Should not be reemployed. —
11. Should be reemployed on Grant status, if funding permits. —

Signature of Evaluator ______________________ Date ____________

Outline

Data Analyses for

Professional Personnel Evaluation Forms

83.68

Data Analyses for Professional Personnel Evaluation Forms

Outline

(Graphs, tables, and rankings are generated
for each specified population)

Teacher Evaluation Form

1. Districtwide Evaluation Summaries--All elementary and secondary classroom teachers combined
2. All Elementary Teachers
3. Elementary Art Teachers
4. Elementary Music Teachers
5. Elementary Physical Education Teachers
6. Elementary Band and Orchestra Teachers
7. All Junior High Teachers
8. Junior High Teachers by Subject Area
9. All Senior High School Teachers
10. Senior High School Teachers by Subject Area
11. Summaries for each Elementary School
12. Summaries for each Junior High School
13. Summaries for each Senior High School

Counselor Evaluation Form

1. All Counselors

Librarian Evaluation Form

1. All Librarians

Special Education Teacher Evaluation Form

1. Total Population--Include any professional evaluated with a Special Education Teacher Evaluation Form

2. Elementary Campuses—Include any professional evaluated with a Special Education Teacher Evaluation Form with a 45 in the first two digits of their job code

3. Elementary Special Education Campuses--Include any professional evaluated with a Special Education Teacher Evaluation Form with a 47 job code

4. Elementary Special Education Itinerant--Include any professional evaluated with a Special Education Teacher Evaluation Form with a 48 job code

5. Secondary Campuses--Include any professional evaluated with a Special Education Teacher Evaluation Form with a 56 or 58 job code

6. Secondary Special Education Campus (Clifton Center)--Include any professional evaluated with a Special Education Teacher Evaluation Form with 59 job code and at location #258)

7. All-Level Special Education Itinerant—Include any professional evaluated with a Special Education Teacher Evaluation Form with a 24 job code)

8. All-Level Special Education Campuses--Select any professional evaluated with a Special Education Teacher Evaluation Form and with a 25 job code Print summaries for each of the following groups:

    - Developmental Center - Location code 251
    - Austin State Hospital - Location code 250
    - Cresthaven - Location code 261
    - DAC - Location code 252
    - Mary Lee - Location code 255
    - Other Locations - Include any professional at locations 259, 840, or 156

9. Itinerant Speech Therapists Serving Elementary and Secondary Schools--Include any professional evaluated with a Special Education Teacher Evaluation Form with the following job codes: 4580-G-2389, 5680-G-2389, or 5880-G-2389.

83.68

Some of the locations on the Special Education Teacher Evaluation Forms must be changed to avoid duplicate location codes and to allow selection of specific groups. The following changes should be made in pencil on the evaluation forms;

From	To	For Anyone at Budget Location
252	261	Cresthaven
840	250	Austin State Hospital
840	255	Mary Lee

Change the location of Carla Brock from 251 to 840.

Card Formats for Evaluation Forms

83.68

Page 1 of 1

FILE ID A / U / P

CARD FILE LAYOUT

LOCATION:

AISD

UT PF _____, _____, __________
acct. pass. file name

PROGRAM: District Priorities

YEAR: 1983-84

CONTENTS: Teacher Evaluation Form

Field	Columns	Description
	1-3	File ID: AUP
	4-12	Social Security Number
	13-15	Location or School Code
	16-24	Competency Ratings for IA (1-9)
	25-27	Competency Ratings for IB (1-3)
	28-32	Competency Ratings for IIA (1-5)
	33-44	Competency Ratings for IIB (1-12)
	45-52	Competency Ratings for IIC (1-8)
	53-61	Competency Ratings for III (1-9)
	70-78	AISD Job Code
		On the competencies, punch 9 when there is an X.

Page 1 of 1

FILE ID A / U / Q

CARD FILE LAYOUT

LOCATION:

PROGRAM: District Priorities

___ AISD ___

YEAR: 1983-84

___ UT PF _____, _____, _____
acct. pass. file name

CONTENTS: Special Education Teacher Evaluation Form

Field	Columns	Description
	1-3	File ID: AUQ
	4-12	Social Security Number
	13-15	Location or School Code
	16-24	Competency Ratings for IA (1-9)
	25-27	Competency Ratings for IB (1-3)
	28-32	Competency Ratings for IIA (1-5)
	33-44	Competency Ratings for IIB (1-12)
	45-52	Competency Ratings for IIC (1-8)
	53-61	Competency Ratings for III (1-9)
	62-69	Competency Ratings for IV (1-8)
	70-78	AISD Job Code
		Punch 9 when there is an X on the competencies.

Page 1 of 1

FILE ID A / U / R

CARD FILE LAYOUT

LOCATION:

PROGRAM: District Priorities

AISD

YEAR: 1983-84

UT PF____,____,____
acct. pass. file name

CONTENTS: Counselor Evaluation Form

83.68

Field	Columns	Description
	1-3	File ID: AUR
	4-12	Social Security Number
	13-15	Location or School Code
	16-27	Competency Ratings for IA (1-12)
	28-29	Competency Ratings for IB (1-2)
	30-34	Competency Ratings for IIA (1-5)
	35-39	Competency Ratings for IIB (1-5)
	40-41	Competency Ratings for IIC (1-2)
	42-53	Competency Ratings for IID (1-12)
	54-59	Competency Ratings for III (1-6)
	70-78	AISD Job Code
		Punch 9 for an X on the competencies.

L-21

Page 1 of 1

FILE ID A / U / S

CARD FILE LAYOUT

LOCATION:

__AISD

__UT PF____,____,____
acct. pass. file name

83.68

PROGRAM: District Priorities

YEAR: 1983-84

CONTENTS: Librarian Evaluation Form

L-22

Field	Columns	Description
	1-3	File ID: AUS
	4-12	Social Security Number
	13-15	Location or School Code
	16-27	Competency Ratings for IA (1-12)
	28-30	Competency Ratings for IB (1-3)
	31-34	Competency Ratings for IIA (1-4)
	35-39	Competency Ratings for IIB (1-5)
	40-44	Competency Ratings for IIC (1-5)
	45-56	Competency Ratings for IID (1-12)
	57-65	Competency Ratings for III (1-9)
	70-78	AISD Job Code
		Punch 9 for an X on the competencies.

Form Signed by STATCO

29

83.68

PROFESSIONAL EVALUATION FORMS GIVEN TO STATCO

ENVELOPE #1		ENVELOPE #2		ENVELOPE #3	
WINN	10	LANGFORD	28	ODOM	15
WOOTEN	10	LEE	5	PEASE	7
~~ZAVALA~~		LINDER	9	PECAN SPRINGS	5
ZILKER	8	MAPLEWOOD	6	PILLOW	4
BARRINGTON	6	MATHEWS	13	PLEASANT HILL	10
BLACKSHEAR	13	MENCHACA	12	REILLY	4
BLANTON	8	METZ	6	RIDGETOP	5
BROOKE	7	NORMAN	2	ROSEWOOD	8
CAMPBELL	9	OAK HILL	16	ST. ELMO	9
COOK	9	OAK SPRINGS	9	SANCHEZ	7
CUNNINGHAM	8			SIMS	7
GRAHAM	3			SUMMIT	5
GULLETT	6			SUNSET VALLEY	9
ORTEGA	3			TRAVIS HEIGHTS	15
READ	8			WILLIAMS	17
ROSEDALE	3				
WEBB	11				
WALNUT CREEK	2				
WOOLDRIDGE	8				
ZAVALA	8				

I RECEIVED THE FORMS LISTED ABOVE AND I UNDERSTAND THAT THESE FORMS ARE CONFIDENTIAL.

JUNE 29, 1984

Patti R. Moore, President

(SIGNED)

83.68

PROFESSIONAL EVALUATION FORMS GIVEN TO STATCO

ENVELOPE #4

O. HENRY	14
CLIFTON CENTER	4
BURNET	14
MCCALLUM	32
MARTIN	20
MURCHISON	17
ROBBINS	6

ENVELOPE # 5

REAGAN	36
PORTER	25
DOBIE	9
FULMORE	19

ENVELOPE #6

PEARCE	22
TEENAGE PARENT	5
AUSTIN	36
LAMAR	20
CROCKETT	56

ENVELOPE #8

ANDERSON	44
LBJ	29
JOHNSTON	41

ENVELOPE #9

ALLAN	13
ALLISON	4
ANDREWS	11
BARTON HILLS	4
BECKER	8
BRENTWOOD	2
BRYKER WOODS	4
BROWN	13
CASIS	9
DAWSON	10
DOSS	10
GOVALLE	13
HARRIS	9
HIGHLAND PARK	8
HILL	8
HOUSTON	27
JOSLIN	13

ENVELOPE #10

SPECIAL ED. 123

I RECEIVED THE FORMS LISTED ABOVE AND I UNDERSTAND THAT THESE FORMS ARE CONFIDENTIAL

JULY 9, 1984

Pati R. Moore, President

(Signed)

83.68

PROFESSIONAL EVALUATION FORMS GIVEN TO STATCO

ENVELOPE #7

TRAVIS	49	
LANIER	38	
EXTRA	2	(Martin 1) (Johnston 1)

ENVELOPE #11

123 FORMS NOT IN PRINTOUT

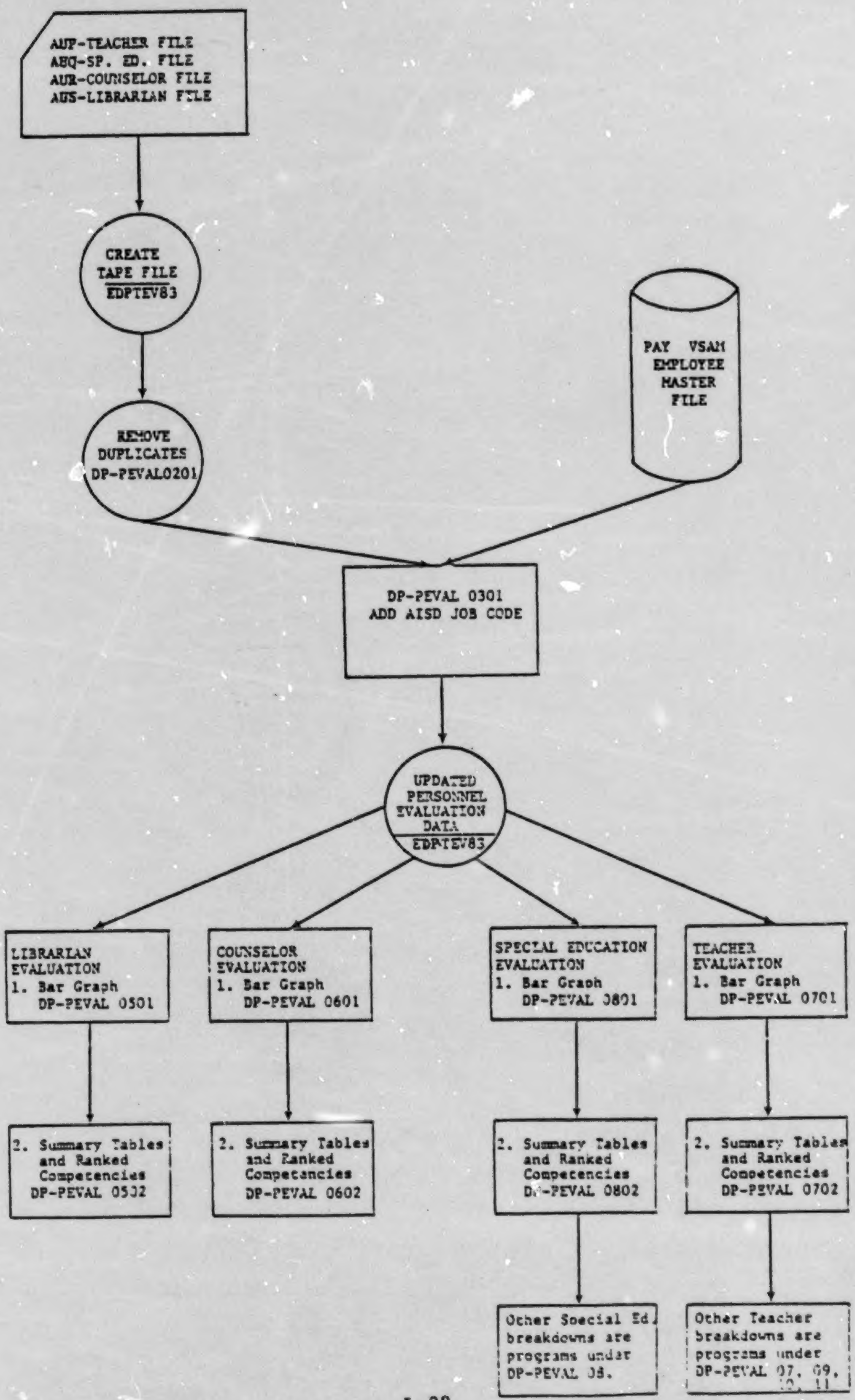
I RECEIVED THE FORMS LISTED ABOVE AND I UNDERSTAND THAT THESE FORMS ARE CONFIDENTIAL

July 10. 1984

Patti R. Moore

(Signed)

Flow Chart of Activities Involved
In Data Processing


AUP-TEACHER FILE
ABQ-SP. ED. FILE
AUR-COUNSELOR FILE
AUS-LIBRARIAN FILE
CREATE TAPE FILE
EDPTEV83
REMOVE DUPLICATES
DP-PEVAL0201
PAY VSAM EMPLOYEE MASTER FILE
DP-PEVAL 0301
ADD AISD JOB CODE
UPDATED PERSONNEL EVALUATION DATA
EDPTEV83
LIBRARIAN EVALUATION
1. Bar Graph
DP-PEVAL 0501
COUNSELOR EVALUATION
1. Bar Graph
DP-PEVAL 0601
SPECIAL EDUCATION EVALUATION
1. Bar Graph
DP-PEVAL 0801
TEACHER EVALUATION
1. Bar Graph
DP-PEVAL 0701
2. Summary Tables and Ranked Competencies
DP-PEVAL 0502
2. Summary Tables and Ranked Competencies
DP-PEVAL 0602
2. Summary Tables and Ranked Competencies
DP-PEVAL 0802
2. Summary Tables and Ranked Competencies
DP-PEVAL 0702
Other Special Ed breakdowns are programs under DP-PEVAL 08.
Other Teacher breakdowns are programs under DP-PEVAL 07, 09, 10, 11

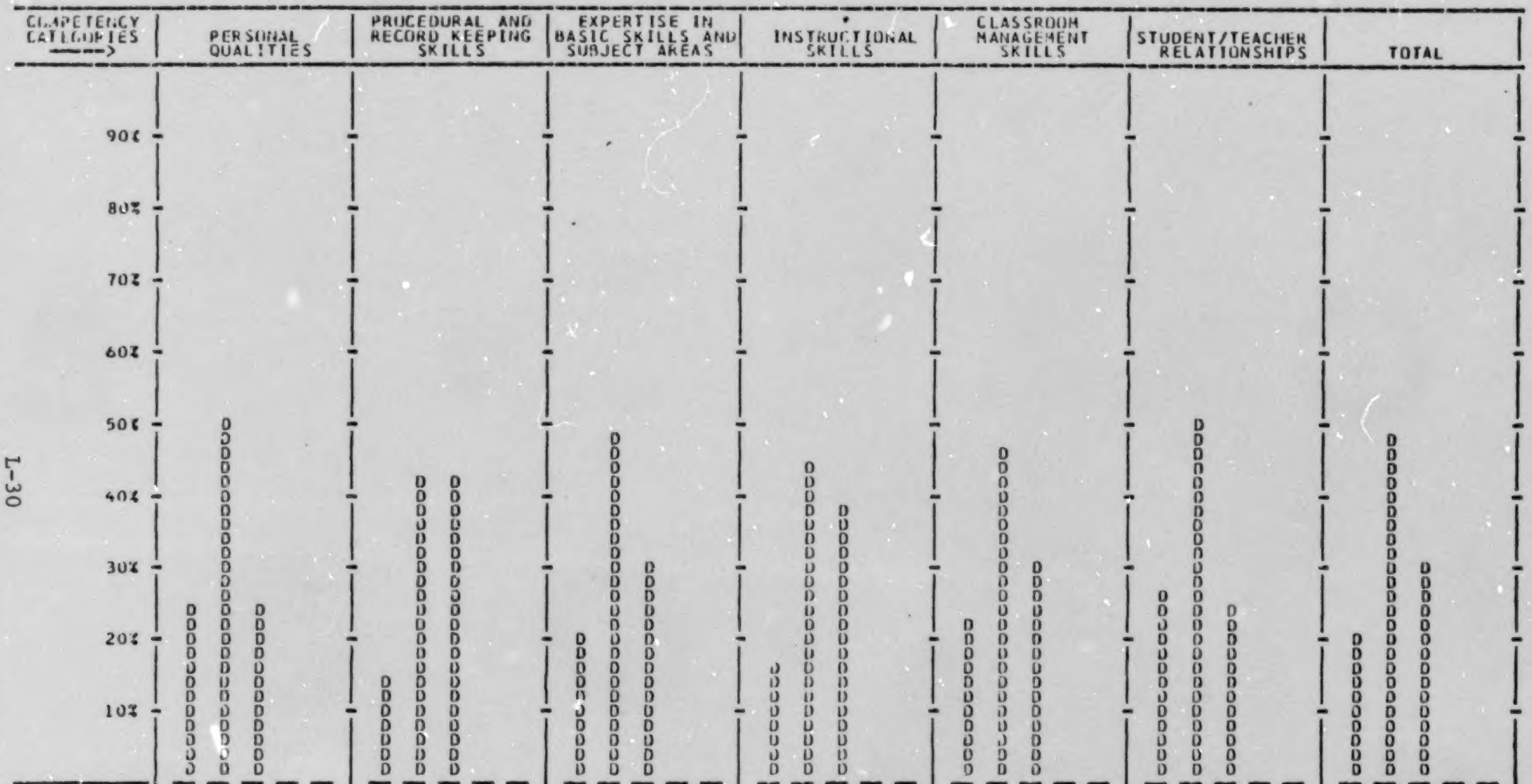
Professional Personnel Evaluation Summaries:

Districtwide

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL TEACHERS

(JULY, 1983)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES.



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 1113

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 1113)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0	11	2511	4967	2459	54	2	
1. IS PUNCTUAL	3.8		250	446	399	17		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		252	567	288	4		
3. EXHIBITS POISE AND SELF-CONTROL	4.0		249	620	236	4		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		307	583	217	4		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		205	606	293	7	1	
6. SHOWS ENTHUSIASM FOR WORK	4.1		378	519	213	2		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		353	558	199	2		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9	11	216	524	356	5		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		301	544	258	9	1	
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7	18	460	1383	1437	25	3	12
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		155	459	486	12	1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7	5	153	454	487	9	1	4
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7	13	152	470	464	4	1	8
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	27	1135	2668	1640	13	6	72
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		217	557	331	6	1	1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7	24	152	447	429		4	55
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.1		323	536	247	3		2
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		242	610	256	3	1	1
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8	3	201	518	377	1		13
IIB. INSTRUCTIONAL SKILLS	3.8	263	2111	5878	4896	107	5	85
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8	10	160	544	383	11		2
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8	13	181	566	339	9		5
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9	1	264	509	320	14	1	3
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8	3	208	529	360	10		3
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7	5	160	445	476	21		6
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9	2	234	566	304	2		4
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9	1	205	563	335	6		3
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8	3	229	446	420	11	1	3
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7	6	146	441	499	10		9
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	64	93	464	480	4	1	7
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	76	108	426	489	2	1	10
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	79	123	379	491	7	1	30
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	59	1910	4111	2682	60	1	68
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		343	516	241	10	1	2
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0	2	258	552	286	6		9
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9	3	266	515	312	8		9
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7	5	150	519	426	4		9
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0	2	276	560	270	3		1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8	4	210	502	384	7		4
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9	1	247	550	306	6		3
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	42	160	397	457	16		31
III. STUDENT/TEACHER RELATIONSHIPS	4.0	6	2577	4995	2355	49	2	12
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		311	550	244	5		1
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		256	551	292	11		1
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		271	580	250	6		1
4. TREATS STUDENTS IMPARTIALLY	4.0		279	577	250	3		1
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0	1	275	580	249	6		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		299	539	269	4	1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		283	561	266	2		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		308	545	252	4	1	
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0	5	295	512	283	8		8

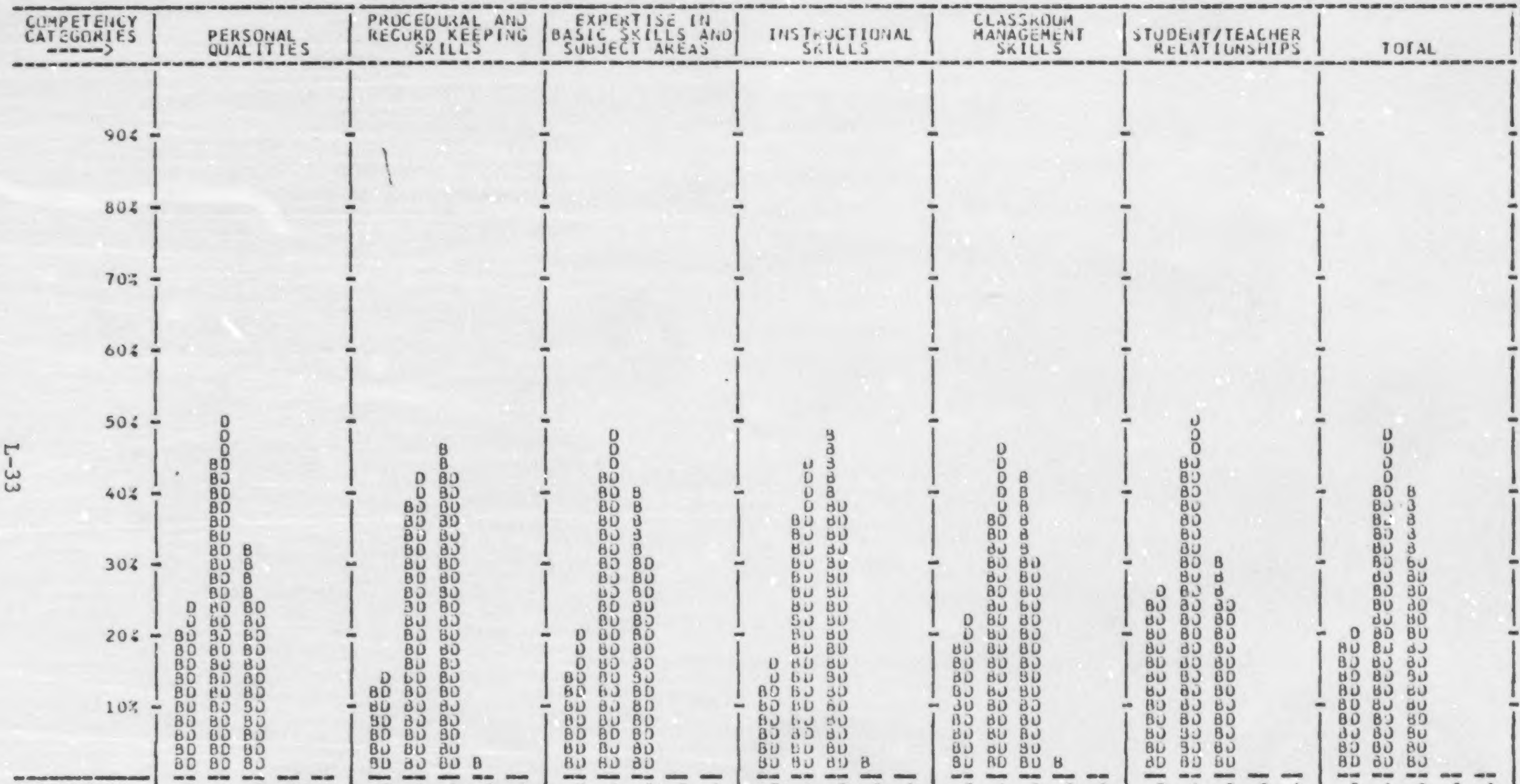
COMPETENCIES BY RANK ORDER
FOR ALL TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 1113)

	MEAN RATING
IA6. SHOWS ENTHUSIASM FOR WORK	4.14
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.13
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.07
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.07
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.06
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.05
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.04
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.02
III4. TREATS STUDENTS IMPARTIALLY	4.02
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.02
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.01
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.01
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.01
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.98
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.96
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.96
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.95
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.94
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.94
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.93
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.92
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.91
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.88
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.87
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.86
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.84
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.84
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.84
IA1. IS PUNCTUAL	3.84
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.80
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.78
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.74
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.72
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.70
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.68
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.68
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.68
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.68
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.66
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.62
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.62
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.62

L-32

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL BLACK TEACHERS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "B" SHOWS ALL BLACK TEACHERS.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	21	45	33	1	0	12	39	47	2	0	14	43	41	1	0	13	37	49	2	0	19	37	42	2	0	24	44	31	1	0	18	41	40	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF BLACK TEACHERS RATED = 0172

83.68
41
42

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL BLACK TEACHERS IN 1992-84
(NUMBER OF TEACHERS RATED = 0172)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	1	320	698	514	13		
1. IS PUNCTUAL	3.8		31	70	69	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		40	82	46	3		
3. EXHIBITS POISE AND SELF-CONTROL	3.9		30	92	48	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		48	73	50	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		32	83	54	3		
6. SHOWS ENTHUSIASM FOR WORK	3.9		38	75	59			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		39	89	44			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	28	61	82			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		34	73	62	3		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	2	59	201	242	9	1	2
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		20	70	79	2	1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	1	16	68	83	4		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	1	23	63	80	3		2
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	3	113	363	347	11	3	19
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		22	74	69	5	1	1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	3	12	62	81		1	13
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	3.8		32	73	62	2		2
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		26	79	62	3	1	1
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		21	75	73	1		2
IIB. INSTRUCTIONAL SKILLS	3.6	43	250	732	975	34	2	26
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6	2	19	69	78	3		1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	1	23	67	77	2		2
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7	1	24	67	73	3	1	2
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6	1	25	63	76	5		2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6	1	23	57	84	5		2
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8	1	31	68	71			1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		24	70	74	2		2
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6	1	29	50	84	5	1	2
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5	1	16	61	67	4		3
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	12	9	62	85	2		2
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	11	10	55	93			3
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	11	17	43	93	3		4
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	9	252	504	571	24	1	13
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		51	67	50	2	1	1
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		30	71	68	1		2
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8	1	37	64	63	5		2
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6	2	17	63	85	3		2
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		33	77	60	1		1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6	1	29	49	90	2		1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		35	67	66	3		1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	5	20	46	69	7		3
III. STUDENT/TEACHER RELATIONSHIPS	3.9	2	373	679	476	12	2	2
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		51	76	44	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		35	69	64	4		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		40	72	58	1		
4. TREATS STUDENTS IMPARTIALLY	4.0		42	82	47			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		45	88	37	2		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		41	68	61	1	1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		34	77	60	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		43	75	53		1	
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9	2	42	72	52	2		2

COMPETENCIES BY RANK ORDER
FOR ALL BLACK TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0172)

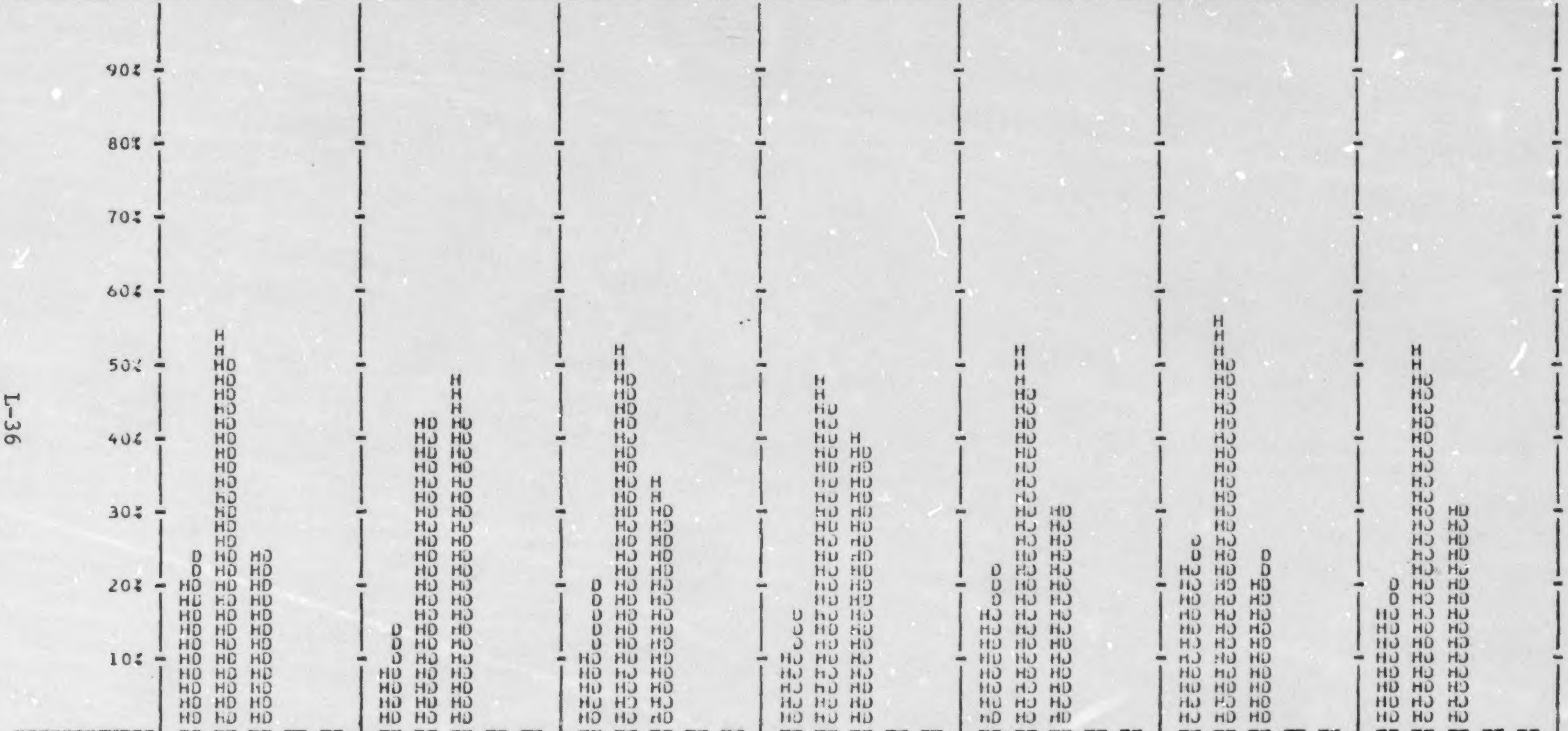
		MEAN RATING
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.03
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.02
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.98
III4.	TREATS STUDENTS IMPARTIALLY	3.97
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.97
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.96
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.93
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.92
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.92
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.88
IA6.	SHOWS ENTHUSIASM FOR WORK	3.88
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.86
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.85
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.84
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.84
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.83
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.80
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.80
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.79
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.78
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.78
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.76
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.76
IA1.	IS PUNCTUAL	3.76
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.74
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.68
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.68
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.68
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.66
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.65
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.65
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.64
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.63
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.62
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.62
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.62
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.60
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.58
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.56
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.56
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.54
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.53
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.49
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.49
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.47
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.47

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL HISPANIC TEACHERS

(JULY, 1984)

83.68

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "H" SHOWS ALL HISPANIC TEACHERS.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	20	55	25	0	0	8	42	49	0	0	11	53	35	0	0	11	49	40	0	0	16	53	30	1	0	23	56	20	0	0	16	52	31	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF HISPANIC TEACHERS RATED = 0208

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL HISPANIC TEACHERS IN 1982-84
(NUMBER OF TEACHERS RATED = 0208)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	3	368	1032	460	6		
1. IS PUNCTUAL	3.7		31	86	88	3		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		35	110	62			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		33	130	44			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		46	123	39			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		22	123	62			
6. SHOWS ENTHUSIASM FOR WORK	4.1		66	104	37	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		64	112	32			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8	3	28	117	59	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		43	127	37	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	7	52	262	301	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		18	88	100	2		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	3	21	83	101			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	4	13	91	100			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	6	117	545	365	1	2	4
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		15	118	75			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	5	15	96	86		2	4
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	3.8		33	105	69	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		30	127	51			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7	1	24	99	84			
IIB. INSTRUCTIONAL SKILLS	3.7	74	254	1177	970	11		6
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7	3	20	109	73	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8	3	24	112	67	2		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		42	104	59	3		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8	1	25	110	71	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		26	85	95	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		25	131	51			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		23	117	68			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7	1	28	95	83	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5	1	14	79	111	1		1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	23	8	80	96			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	25	10	76	96			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	17	9	79	100			3
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	16	269	665	488	15		7
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		55	108	41	4		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9	1	37	112	55	2		1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8	1	32	107	66	2		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6	1	12	105	88	1		1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1	1	50	118	37	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8	1	30	113	61	2		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9	1	32	120	54	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6	10	21	82	86	2		5
III. STUDENT/TEACHER RELATIONSHIPS	4.0	1	429	1053	379	6		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		58	113	31			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		46	113	43			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		41	125	39	2		
4. TREATS STUDENTS IMPARTIALLY	4.0		43	113	46	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		52	126	29	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		50	118	40			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		41	123	44			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		50	112	44	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9	1	48	133	58	1		

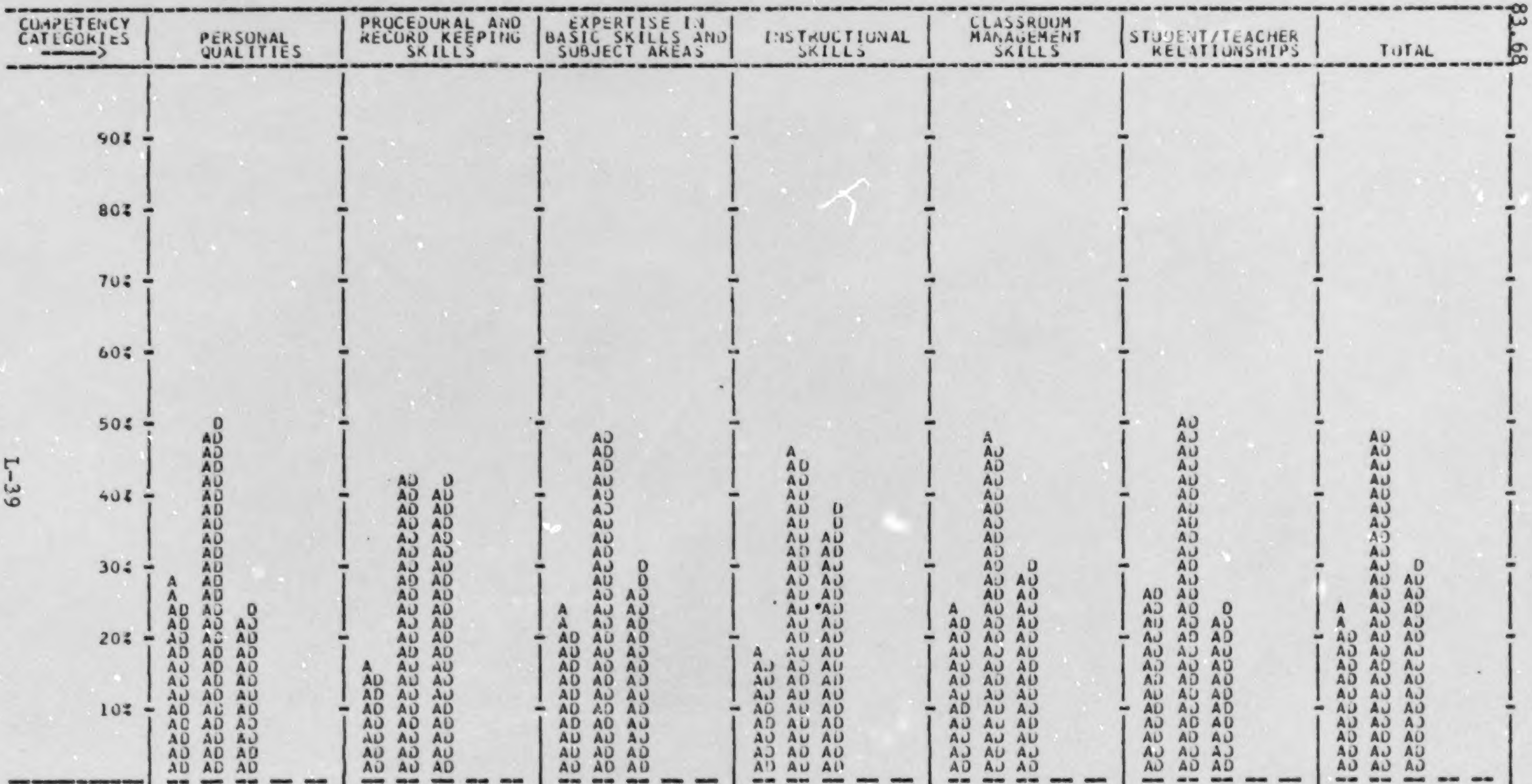
COMPETENCIES BY RANK ORDER
FOR ALL HISPANIC TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0208)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.15
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.13
IA6.	SHOWS ENTHUSIASM FOR WORK	4.13
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.10
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.05
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.05
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.03
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.03
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.02
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.02
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.99
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.99
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.99
III4.	TREATS STUDENTS IMPARTIALLY	3.98
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.95
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.94
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.90
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.89
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.89
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.88
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.87
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.87
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.84
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.82
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.82
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.81
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.78
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.77
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.77
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.73
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.72
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.71
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.71
IA1.	IS PUNCTUAL	3.70
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.65
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.64
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.62
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.61
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.61
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.59
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.57
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.53
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.52
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.52
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.52

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL ANGLO TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "A" SHOWS ALL ANGLO TEACHERS.



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	28	49	23	1	0	16	42	41	1	0	25	49	26	0	0	19	46	34	1	0	24	48	28	0	0	27	50	23	0	0	24	48	28	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF ANGLO TEACHERS RATED = 0728

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL ANGLO TEACHERS IN 1982-84
(NUMBER OF TEACHERS RATED = 0728)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0	7	1811	3219	1472	33	2	
1. IS PUNCTUAL	3.9		188	288	240	11		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		176	373	178	1		
3. EXHIBITS POISE AND SELF-CONTROL	4.0		185	395	143	3		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		211	385	127	3		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		150	398	175	4	1	
6. SHOWS ENTHUSIASM FOR WORK	4.2		271	339	116	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		247	357	121	2		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9	7	160	342	214	4		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		223	342	158	4	1	
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7	8	349	913	889	13	2	9
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		117	298	306	7		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		116	301	301	5	1	4
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8	8	116	314	282	1	1	5
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0	17	903	1750	917		1	49
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		180	362	186			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8	15	125	287	260		1	38
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.2		257	356	114			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		185	402	141			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9	2	156	343	216			11
IIB. INSTRUCTIONAL SKILLS	3.8	140	1601	3955	2918	61	3	53
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8	5	120	365	229	7		1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9	9	133	386	192	5		3
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		197	337	185	8		1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9	1	158	355	210	3		1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7	4	111	302	293	14		4
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0	1	177	365	180	2		3
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9	1	157	374	191	4		1
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9	1	171	300	250	5		1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7	4	116	299	298	5		5
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7	28	76	320	297	2	1	4
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7	33	88	295	297	2	1	6
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	48	97	257	296	4	1	23
IIC. CLASSROOM MANAGEMENT SKILLS	4.0	34	1381	2727	1607	20		48
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		236	339	148	4		1
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0	1	190	368	161	2		6
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0	1	196	342	181	1		7
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8	2	120	350	250			6
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0	1	191	363	172	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9	2	150	339	230	3		3
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		179	360	185	2		2
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	27	119	266	280	7		23
III. STUDENT/TEACHER RELATIONSHIPS	4.0	3	1758	3247	1488	31		10
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		200	354	168	4		1
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		173	367	179	7		1
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		188	332	151	3		1
4. TREATS STUDENTS IMPARTIALLY	4.0		192	376	155	2		1
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0	1	176	365	181	3		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		206	351	167	3		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		206	359	161	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		213	355	155	3		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0	2	204	333	171	5		6

83.68

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COMPETENCIES BY RANK ORDER
FOR ALL ANGLO TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0728)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.21
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.17
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.11
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.11
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.07
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.07
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.06
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.06
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.05
III4.	TREATS STUDENTS IMPARTIALLY	4.05
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.05
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.04
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.03
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.03
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.03
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.02
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.02
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.99
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.99
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.99
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.99
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.99
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.98
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.97
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.95
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.94
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.92
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.92
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.91
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.90
IA1.	IS PUNCTUAL	3.90
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.86
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.85
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.83
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.82
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.79
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.76
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.74
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.73
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.73
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.72
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.71
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.68
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.68
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.67

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL OTHER TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "O" SHOWS ALL OTHER TEACHERS.

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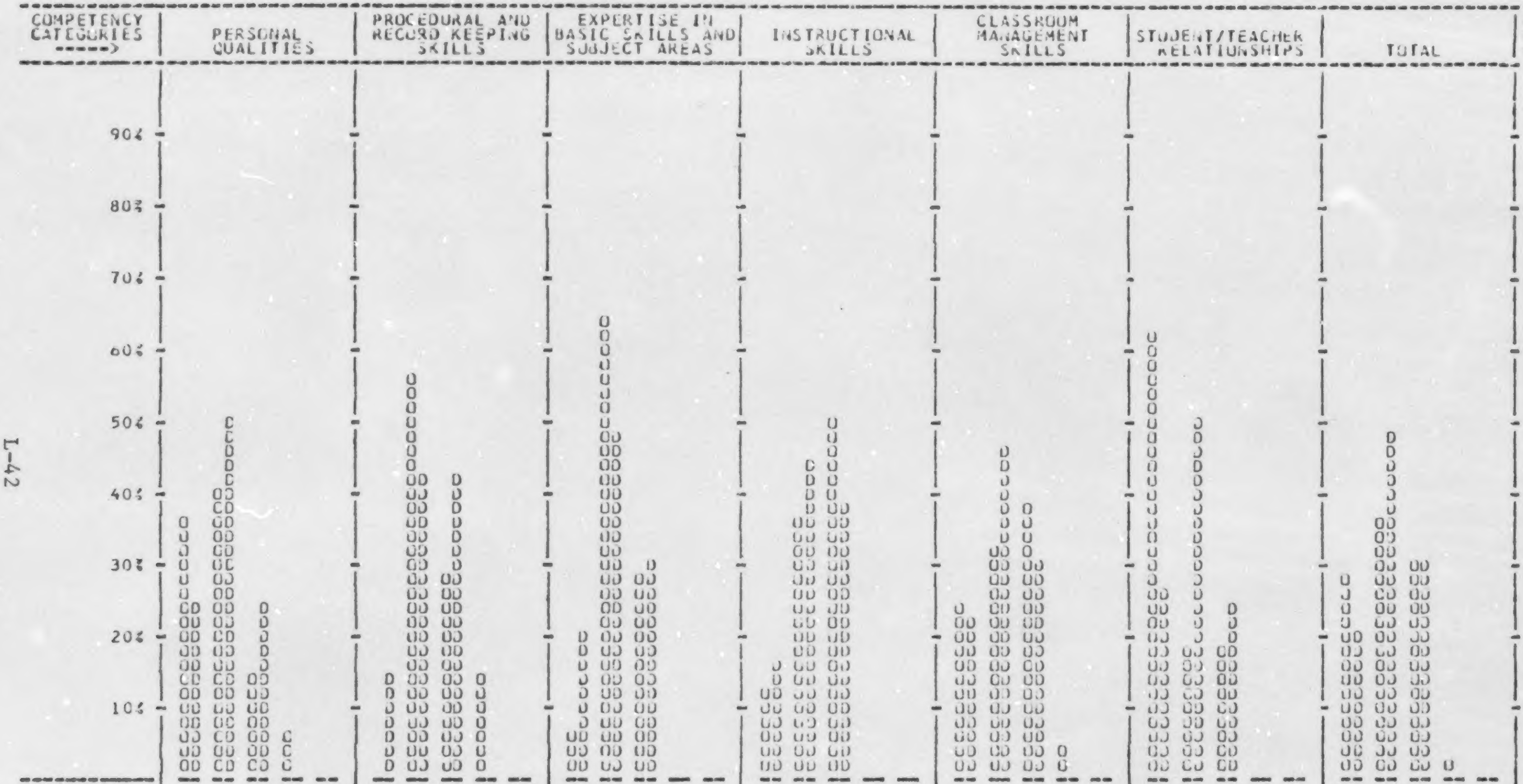

COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	37	41	15	7	0	0	57	29	14	0	7	64	29	0	0	13	37	50	0	0	25	33	38	4	0	63	19	19	0	0	29	37	30	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF OTHER TEACHERS RATED = 0003

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL OTHER TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		10	11	4	2		
1. IS PUNCTUAL	3.0			1	1	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.7		2	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	1	1			
6. SHOWS ENTHUSIASM FOR WORK	4.7		2	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		2		1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			3				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	1		1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4	1		4	2	1		1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			2		1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5	1		1	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			1	1			1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	1	1	9	4			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			3				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0	1		2				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	3.7			2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	1	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM.	3.3			1	2			
IIB. INSTRUCTIONAL SKILLS	3.6	6	4	11	15			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	1	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	1	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.3			1	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.3			1	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		1	2				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	1	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			1	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	1		1	1			
11. INTERPRETS [illegible] TESTS AND EVLUATION ACCURATELY	3.0	2			1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS		3						
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		5	8	9	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		1		2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.3		1		1	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7			2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		1		2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		1	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		1		2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		1	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7			2	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		17	5	5			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.7		2	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		2		1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		2		1			
4. TREATS STUDENTS IMPARTIALLY	4.3		2		1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		2		1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		2	1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.7		2	1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		2	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	1	1			

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COMPETENCIES BY RANK ORDER
FOR ALL OTHER TEACHERS IN 1983-84                                    MEAN
(NUMBER OF TEACHERS RATED = 0003)                                   RATING
                                                                    ------
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.67
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           4.67
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.67
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.67
 IA6. SHOWS ENTHUSIASM FOR WORK                                      4.67
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               4.67
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.33
III4. TREATS STUDENTS IMPARTIALLY                                    4.33
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   4.33
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.33
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   4.33
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.33
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         4.33
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.33
 IA3. EXHIBITS POISE AND SELF-CONTROL                                4.33
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.00
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           4.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      4.00
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                               4.00
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        4.00
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.00
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.67
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.67
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.67
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.67
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.67
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           3.67
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.50
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.50
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.50
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.33
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.33
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.33
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.33
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.33
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          3.33
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.33
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.33
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.00
 IA1. IS PUNCTUAL                                                    3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.00
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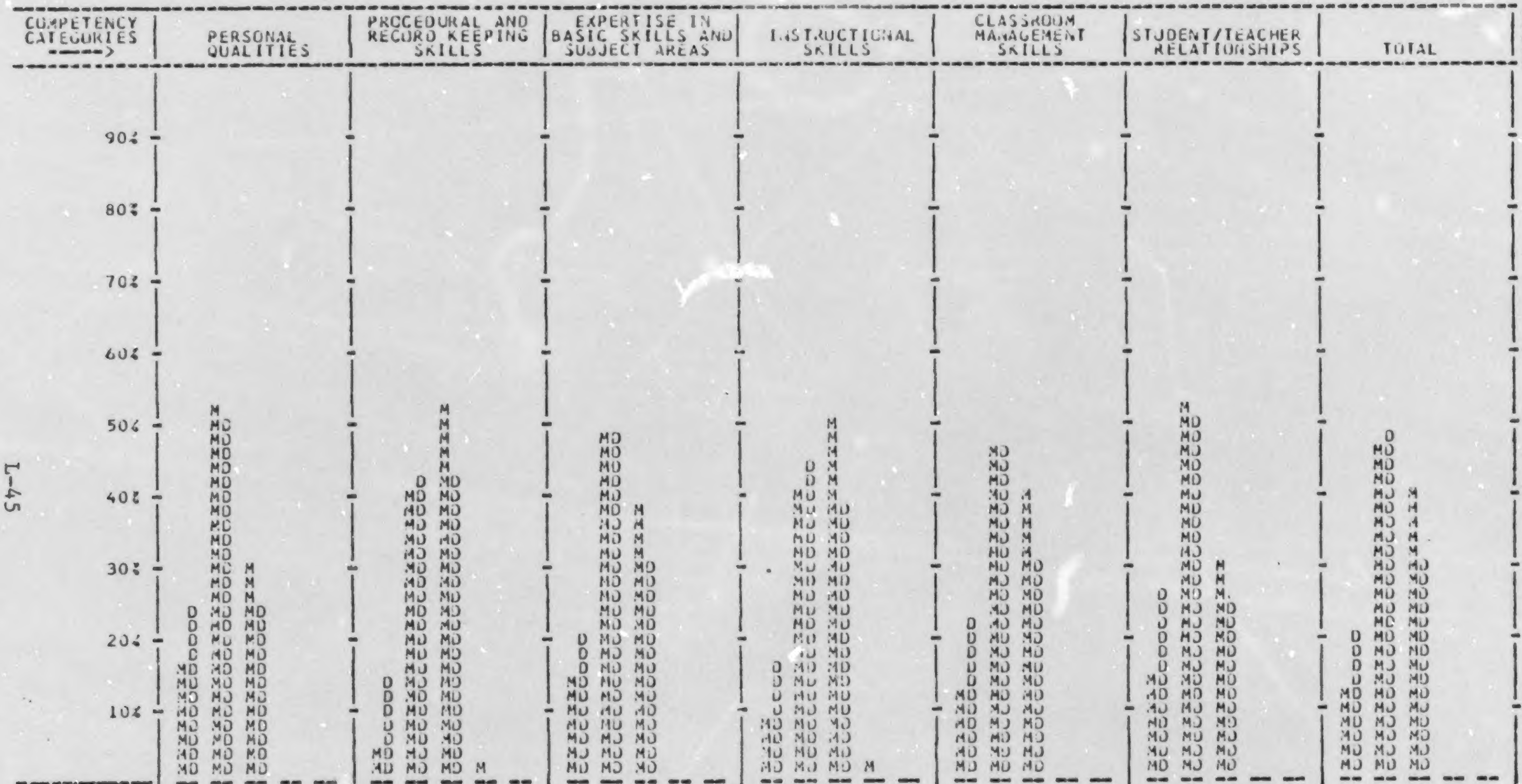
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL MALE TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D"
INDICATES DISTRICTWIDE FIGURES; "M" SHOWS ALL MALE TEACHERS.

83.68



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	17	52	30	1	0	5	41	53	2	0	14	48	38	0	0	8	41	50	2	0	12	46	41	1	0	15	53	31	1	0	12	47	40	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF MALE TEACHERS RATED = 0264

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL MALE TEACHERS IN 1982-84
(NUMBER OF TEACHERS RATED = 0264)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	3	412	1225	720	13	1	
1. IS PUNCTUAL	3.7		42	113	104	5		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		53	151	59	1		
3. EXHIBITS POISE AND SELF-CONTROL	3.8		36	150	76	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		45	143	74	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		24	153	86	1		
6. SHOWS ENTHUSIASM FOR WORK	4.0		67	130	67			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		62	135	64	2		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	3	37	117	106	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		46	132	84	1	1	
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5	5	38	320	415	12		2
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		11	116	131	6		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5	1	15	100	144	4		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5	4	12	104	140	2		2
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	7	179	624	439	2	1	18
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		24	127	112			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	7	31	91	123			12
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.1		72	137	54			1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		31	147	83	1	1	1
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		21	122	117	1		3
IIB. INSTRUCTIONAL SKILLS	3.6	47	250	1262	1535	52	1	20
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5	2	18	113	122	7		1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6	6	20	126	105	5		2
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		32	106	118	6	1	1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		28	110	122	3		1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4	3	13	91	143	12		2
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		36	134	93			1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		19	131	110	3		1
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5	1	28	89	142	3		1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6	1	25	98	132	5		3
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	7	10	101	143	2		1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	10	15	86	149	2		2
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	17	6	77	156	4		4
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	15	244	944	358	21	1	25
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		63	123	74	2	1	1
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		35	131	93	3		2
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		33	124	103	2		2
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		14	118	129			3
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7	1	30	136	95	1		1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6	1	25	110	122	3		2
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		28	132	100	3		1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	13	16	70	142	7		13
III. STUDENT/TEACHER RELATIONSHIPS	3.8	2	364	1248	735	21		4
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		42	146	74	2		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		37	133	90	4		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		40	143	78	1		
4. TREATS STUDENTS IMPARTIALLY	3.9		42	145	75	2		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8	1	33	152	76	2		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		41	137	84	2		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		36	145	80	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		47	133	82	2		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8	1	44	114	96	5		4

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L-46

COMPETENCIES BY RANK ORDER
FOR ALL MALE TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0264)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.07
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.98
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.97
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.93
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.88
III4.	TREATS STUDENTS IMPARTIALLY	3.86
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.86
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.85
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.85
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.84
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.84
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.83
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.82
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.82
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.78
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.78
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.77
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.76
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.76
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.76
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.74
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.73
IA1.	IS PUNCTUAL	3.73
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.72
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.70
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.67
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.63
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.63
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.62
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.62
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.62
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.62
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.60
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.56
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.55
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.55
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.54
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.49
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.48
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.46
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.45
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.41
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.40
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.35

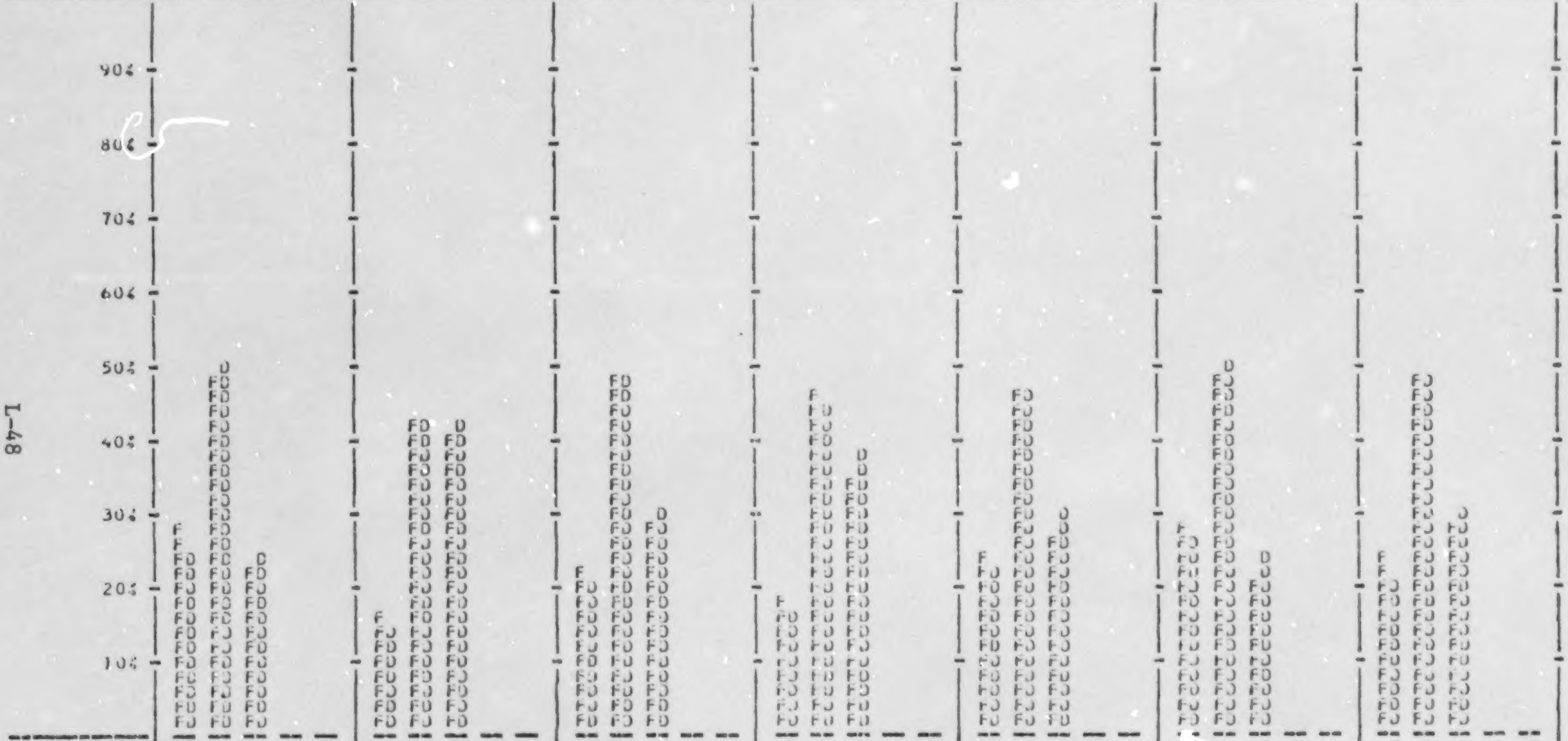
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL FEMALE TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "F" SHOWS ALL FEMALE TEACHERS.

83.68

I-48



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	28	49	23	1	0	17	42	40	1	0	23	49	28	0	0	19	47	34	1	0	25	47	27	1	0	29	49	21	0	0	24	48	28	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF FEMALE TEACHERS RATED = 0847

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*    0708 ALL FEMALE       TEACHERS                                   0130
// EXEC ,SIZE=200K                                                    0140

 SUMMARY OF TEACHER EVALUATION RATINGS
  FOR ALL FEMALE TEACHERS IN 1982-84                           INSUFF   OUT-              GOOD/   MINIM   UNAC-   NOT
  (NUMBER OF TEACHERS RATED = 0847)                     MEAN    INFO    STAND   STRONG   EXPECT   ACCEPT  CEPT   APPLIC
                                                                 X        5       4        3        2       1       0
                                                       ------  ------  ------  ------  ------  ------  ------  ------
  IA. PERSONAL QUALITIES                                4.0       8     2097    3735    1730      41       1
    1. IS PUNCTUAL                                      3.9              208     352     294      12
    2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS 4.0            199     415     228       3
    3. EXHIBITS POISE AND SELF-CONTROL                  4.1              213     469     159       3
    4. PRESENTS AN EFFECTIVE ROLE MODEL                 4.1              262     439     142       3
    5. USES COMMON SENSE/BEHAVES REALISTICALLY          4.0              181     452     206       6       1
    6. SHOWS ENTHUSIASM FOR WORK                        4.2              310     389     145       2
    7. EXHIBITS AN OVERALL POSITIVE ATTITUDE            4.2              290     422     134
    8. DEMONSTRATES PROFESSIONAL GROWTH                 3.9       8      179     406     249       4
    9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS 4.1              255     411     173       8

  IB. PROCEDURAL AND RECORDKEEPING SKILLS               3.7      13      422    1060    1019      13       3      10
    1. COMPLIES WITH ALL POLICIES AND PROCEDURES        3.7              144     342     354       6       1
    2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE 3.7  4      133     353     342       5       1       4
    3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY           3.8       9      140     365     323       2       1       6

 IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS       3.9      20      955    2043    1144      10       5      54
    1. USES BASIC ESSENTIALS OF STANDARD ENGLISH        4.0              193     430     218       5       1
    2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS 3.8     17      121     356     304               4      43
    3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT 4.1         250     399     192       3               1
    4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION 4.0        211     462     172       2
    5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM 3.9   3    180     396     258                      10

 IIB. INSTRUCTIONAL SKILLS                              3.8     216     1959    4613    3343      54       4      65
    1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES      3.9       8      142     431     259       4               1
    2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES 3.9   7      161     440     232       4               3
    3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES 4.0  1     231     403     201       8               2
    4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT 3.9   3      180     419     237       6               2
    5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT  3.8       2      147     354     331       9               4
    6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM 4.0  2     198     432     209       2               3
    7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU 3.9  1     186     431     224       3               2
    8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING 3.9 2     200     357     277       8       1       2
    9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES     3.7       5      121     342     366       5               6
   10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG 3.7 57      83     362     336       2       1       6
   11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY    3.7      66       93     340     338               1       8
   12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS 3.7 62    117     302     333       3       1      26

 IIC. CLASSROOM MANAGEMENT SKILLS                       4.0      44     1664    3160    1317      39              43
    1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG 4.1       280     391     167       8               1
    2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS 4.0  2      223     420     192       3               7
    3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST  4.0       3      232     391     203       6               7
    4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT 3.8       5      136     400     296       4               6
    5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES      4.1       1      245     424     174       2
    6. USES A VARIETY OF MOTIVATIONAL STRATEGIES        3.9       3      185     391     261       4               2
    7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES     4.0       1      219     417     205       3               2
    8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK 3.8 29     144     326     314       9              18

 III. STUDENT/TEACHER RELATIONSHIPS                     4.1       4     2213    3736    1613    _ 23       2       8
    1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS         4.1              269     403     169       3               1
    2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS 4.0           219     416     202       7               1
    3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS     4.1              231     436     171       5               1
    4. TREATS STUDENTS IMPARTIALLY                      4.1              237     431     174       1               1
    5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS 4.1         242     427     172       4
    6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST 4.1       258     401     134       2       1
    7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS 4.1          245     415     135       1
    8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP 4.1      261     410     170       2       1
    9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING 4.1  4    251     397     136       3               4
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COMPETENCIES BY RANK ORDER
FOR ALL FEMALE TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0847)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.19
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.18
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.13
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.11
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.11
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.10
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.08
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.08
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.08
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.07
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.07
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.07
III4.	TREATS STUDENTS IMPARTIALLY	4.07
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.06
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.06
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.06
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.04
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.03
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.02
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.01
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.01
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.98
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.96
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.96
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.95
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.95
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.92
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.91
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.91
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.91
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.89
IA1.	IS PUNCTUAL	3.87
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.85
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.80
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.77
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.76
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.76
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.75
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.74
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.73
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.70
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.69
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.68
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.67

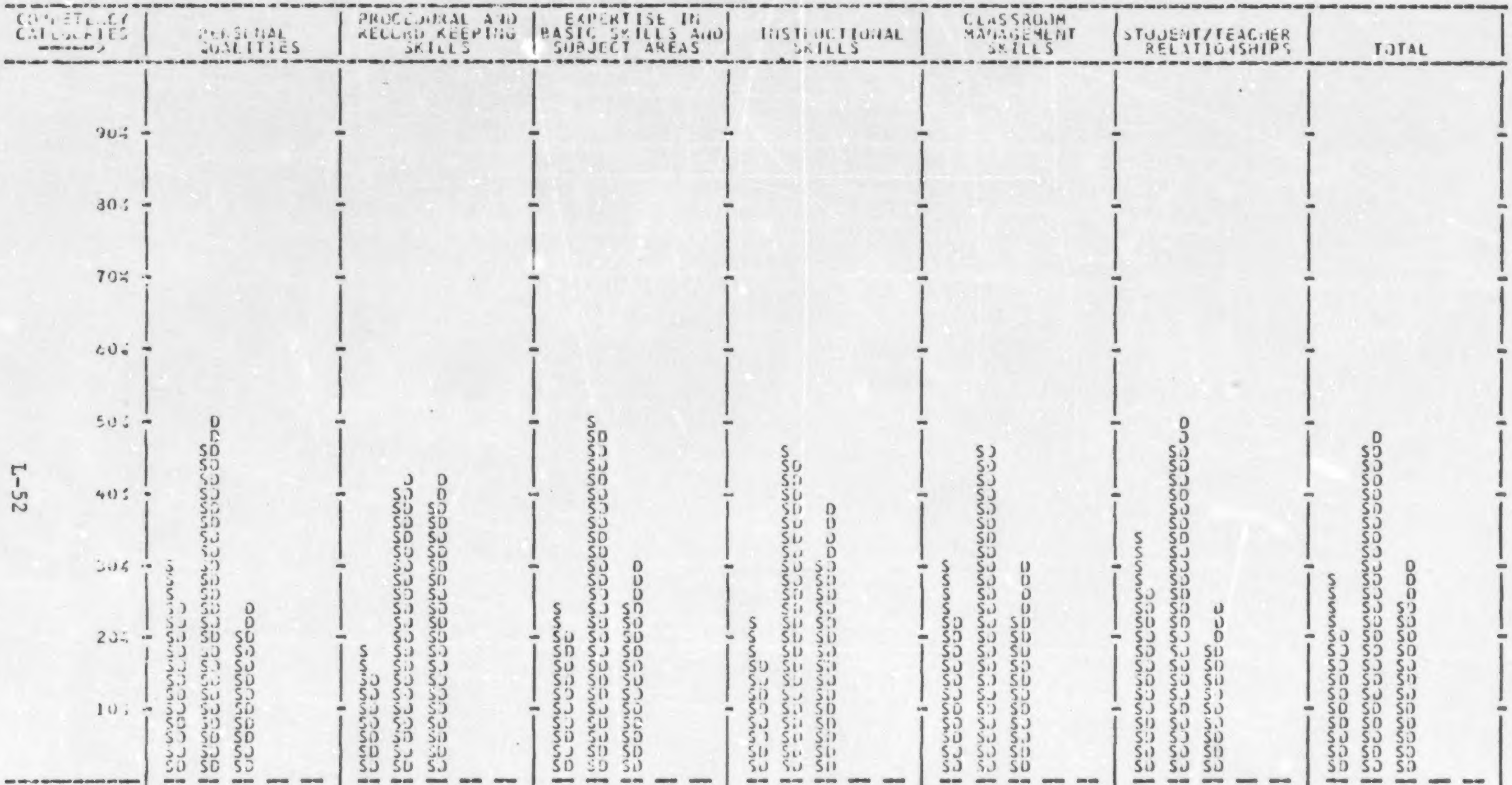
Professional Personnel Evaluation Summaries:

Elementary Classroom Teachers

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL ELEMENTARY TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "S" SHOWS ALL ELEMENTARY TEACHERS.



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
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SCHOOL:	31	47	21	1	0	19	41	39	0	0	25	50	25	0	0	23	47	30	0	0	33	46	23	1	0	35	47	18	0	0	28	47	25	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 0602

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0602)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		1697	2564	1121	28	1	
1. IS PUNCTUAL	3.9		172	220	201	8		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		168	279	153	1		
3. EXHIBITS POISE AND SELF-CONTROL	4.1		166	315	117	2		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		210	287	103	2		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		146	309	140	5	1	
6. SHOWS ENTHUSIASM FOR WORK	4.2		239	268	92	2		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		241	284	76	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		148	300	151	2		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		207	302	88	5		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8	2	343	744	703	8	1	5
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		120	244	231	6	1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8	1	110	242	247	1		1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8	1	113	258	225	1		4
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0	2	742	1464	739	7		54
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		140	311	145	5		1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9	2	107	285	163			43
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.0		165	284	149	2		2
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		183	306	112			1
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		147	278	170			7
IIB. INSTRUCTIONAL SKILLS	3.9	139	1583	3286	2115	34		58
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		128	316	153	2		1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		136	311	150	2		3
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		183	279	132	5		2
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		150	284	161	5		2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		127	263	204	6		2
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		171	308	120	1		1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		159	305	135	1		2
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		170	251	173	6		2
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		102	242	246	3		8
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7	49	72	249	227	1		4
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	50	83	243	217	1		7
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8	40	102	235	197	1		24
IIC. CLASSROOM MANAGEMENT SKILLS	4.1	17	1420	2203	1115	30		25
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		232	257	105	7		1
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		180	286	131	3		2
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		191	258	146	5		2
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9	1	115	295	187	2		2
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		213	287	98	2		1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		170	276	149	4		2
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		190	299	110	2		1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9	16	129	245	189	5		14
III. STUDENT/TEACHER RELATIONSHIPS	4.2		1906	2529	947	24	2	4
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		240	273	86	2		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		208	272	115	6		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		192	293	111	5		
4. TREATS STUDENTS IMPARTIALLY	4.2		203	289	109	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		198	309	91	4		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		215	275	109	2	1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		205	287	109	1		
8. RE[illegible]TS [illegible]F S[illegible]NTS [illegible] TH[illegible]SEN[illegible] RE[illegible]	4.2		230	263	10[illegible]	1	1	
9. [illegible] AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		215	268	11[illegible]	[illegible]		

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COMPETENCIES BY RANK ORDER
FOR ALL ELEMENTARY TEACHERS IN 1983-84                          MEAN
(NUMBER OF TEACHERS RATED = 03021)                             RATING
                                                               ------
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                     4.27
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                  4.25
  IA6. SHOWS ENTHUSIASM FOR WORK                                 4.24
 III3. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP   4.20
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES               4.19
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG   4.19
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS       4.18
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING   4.17
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                          4.17
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS      4.16
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   4.16
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS     4.16
 III4. TREATS STUDENTS IMPARTIALLY                               4.15
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS       4.13
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES              4.13
 III8. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS              4.12
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION    4.12
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM    4.08
  IA3. EXHIBITS POISE AND SELF-CONTROL                           4.08
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS     4.07
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES     4.07
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST           4.06
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU    4.04
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                 4.02
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT      4.02
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS        4.02
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                          3.99
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                   3.99
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING   3.98
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                 3.98
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT      3.97
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES      3.97
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM    3.96
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES               3.95
  IA1. IS PUNCTUAL                                               3.93
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS         3.90
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK   3.88
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT          3.87
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT           3.85
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS   3.82
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                    3.81
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                 3.79
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE     3.77
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY            3.75
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES              3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG    3.71
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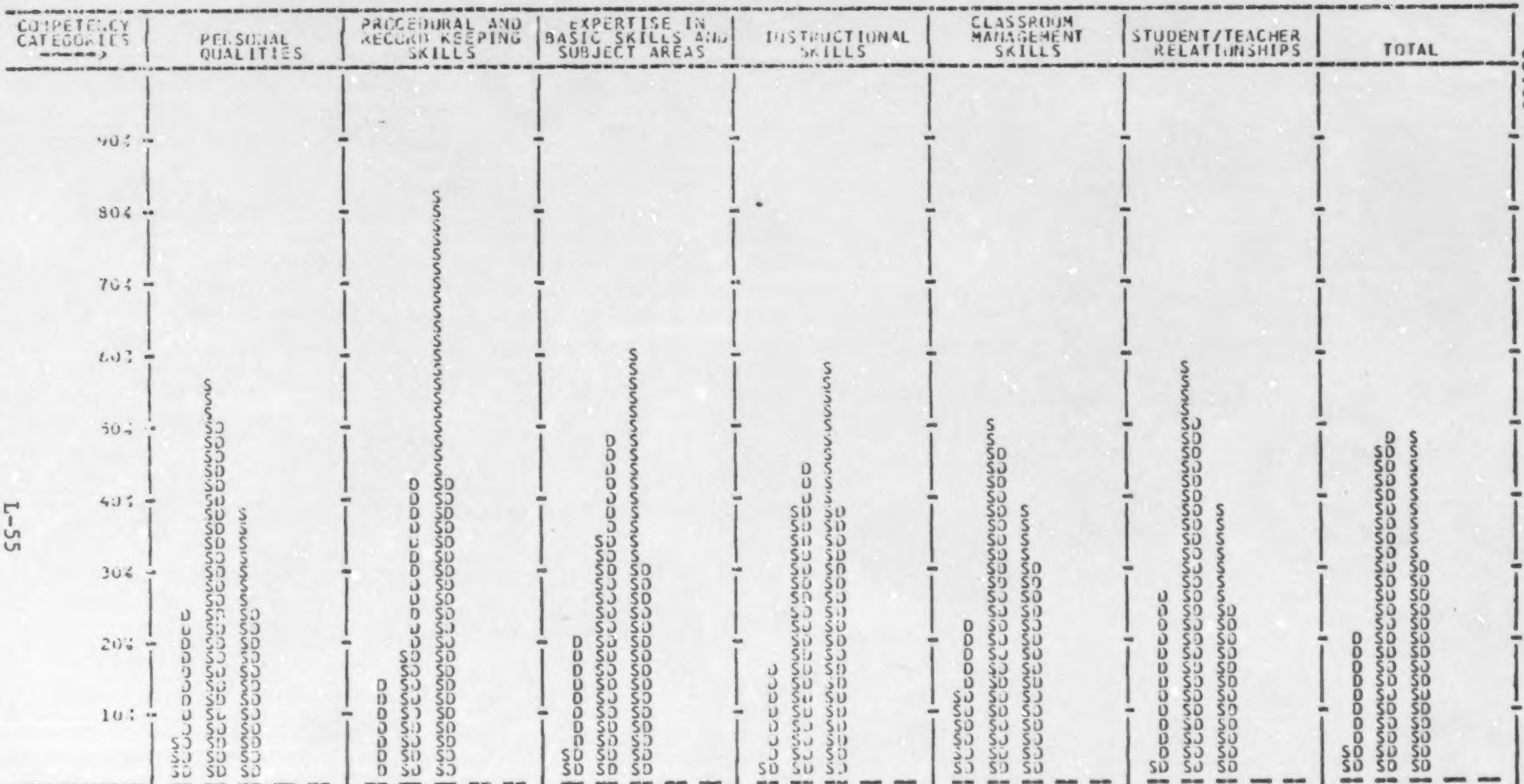
I-54

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALLAN (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-55



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	23	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL :	7	56	38	0	0	0	18	82	0	0	5	35	60	0	0	3	38	59	0	0	12	51	38	0	0	3	59	38	0	0	5	46	49	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY HAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ALLAN IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		9	75	51			
1. IS PUNCTUAL	3.0				15			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			7	8			
3. EXHIBITS POISE AND SELF-CONTROL	3.7			10	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	9	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			11	4			
6. SHOWS ENTHUSIASM FOR WORK	4.1		3	10	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		2	12	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			6	9			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		2	10	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2			8	37			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				15			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			4	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			4	11			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		4	26	45			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			1	14			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1			1	14			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.3		1	3	11			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			11	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		3	10	2			
IIB. INSTRUCTIONAL SKILLS	3.4	1	5	68	105			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			6	9			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			8	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		1	7	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		1	9	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		2	9	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			10	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			4	11			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		1	3	11			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			5	10			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			3	12			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	12			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1	1		1	13			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		14	61	45			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		4	6	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		4	9	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		4	9	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			7	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		2	10	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			5	10			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			10	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			5	10			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		4	78	50			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9			13	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	12	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	8	6			
4. TREATS STUDENTS IMPARTIALLY	3.6		1	7	7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			7	8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			7	8			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			7	8			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			6	8			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		1	11	3			

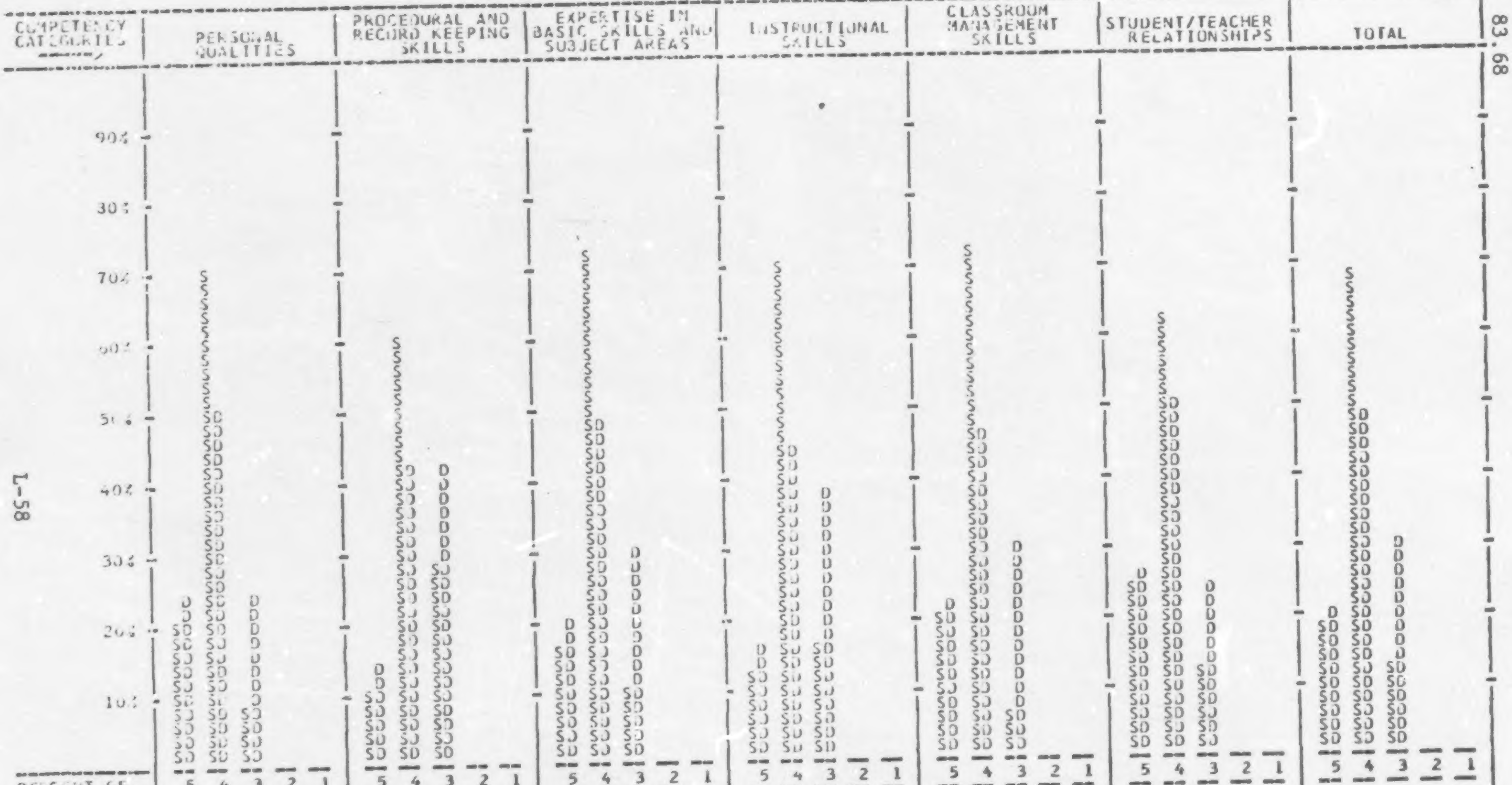
83.68

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ALLAN IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

		MEAN RATING
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.13
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.13
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.07
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.07
IA6.	SHOWS ENTHUSIASM FOR WORK	4.07
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.93
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.93
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.93
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.93
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.87
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.87
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.87
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.73
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.73
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.73
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.67
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.67
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.67
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.67
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.64
III4.	TREATS STUDENTS IMPARTIALLY	3.60
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.53
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.47
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.47
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.47
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.47
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.47
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.43
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.40
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.40
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.33
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.33
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.33
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.33
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.33
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.27
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.27
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.27
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.20
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.20
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.07
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.07
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.07
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00
IA1.	IS PUNCTUAL	3.00

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALLISON

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
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SCHOOL:	20	70	9	0	0	11	61	28	0	0	17	73	10	0	0	13	71	17	0	0	21	73	6	0	0	24	63	13	0	0	18	69	13	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 036

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ALLISON IN 1983-84
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		11	38	5			
1. IS PUNCTUAL	4.0			6				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			6				
3. EXHIBITS POISE AND SELF-CONTROL	4.2		2	3	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		3	2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			5	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		4	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1	4	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			6				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		2	11	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			4	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.2		2	3	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			4	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		5	22	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			5	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			6				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	4	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		2	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		2	4				
IIB. INSTRUCTIONAL SKILLS	4.0		9	51	12			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8			5	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8			5	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	4	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	4	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		1	4	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			6				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			5	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		2	3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		1	4	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			5	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8			5	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.2		3	1	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		10	35	3			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		1	5				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			6				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		1	5				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.2		1	5				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		3	2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1	4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		2	4				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		1	4	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		13	34	7			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8			5	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	4	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		2	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.5		4	1	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		1	5				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			6				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		4	1	1			
9. [illegible] AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8			5	1			

6

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ALLISON IN 1983-84                                  MEAN
(NUMBER OF TEACHERS RATED = 006)                                   RATING
                                                                   ------
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.67
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       4.50
 III4. TREATS STUDENTS IMPARTIALLY                                   4.50
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  4.33
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.33
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        4.33
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.33
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.17
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.17
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              4.17
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.17
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.17
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       4.17
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       4.17
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        4.17
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         4.17
  IA3. EXHIBITS POISE AND SELF-CONTROL                               4.17
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           4.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     4.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         4.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  4.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        4.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.00
  IA1. IS PUNCTUAL                                                   4.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.83
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.83
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.83
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.83
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.83
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.83
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.83
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.83
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.83
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.67
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.67
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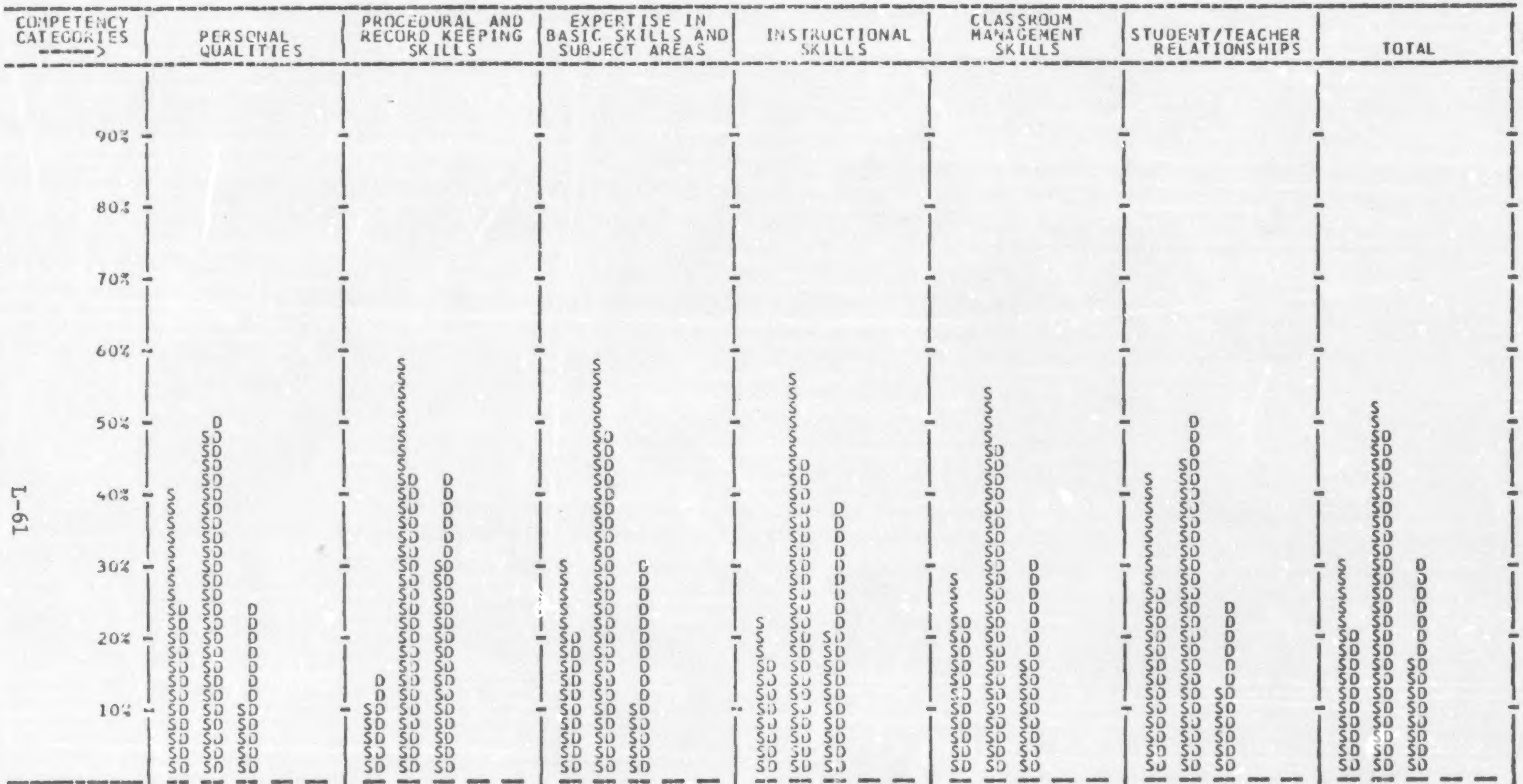
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ANDREWS

(JULY, 1984)

COLUMNS OF LETTERS REPPESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	41	48	10	0	0	10	59	31	0	0	30	59	11	0	0	23	56	20	1	0	29	55	16	0	0	43	45	12	0	0	31	53	16	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ANDREWS IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

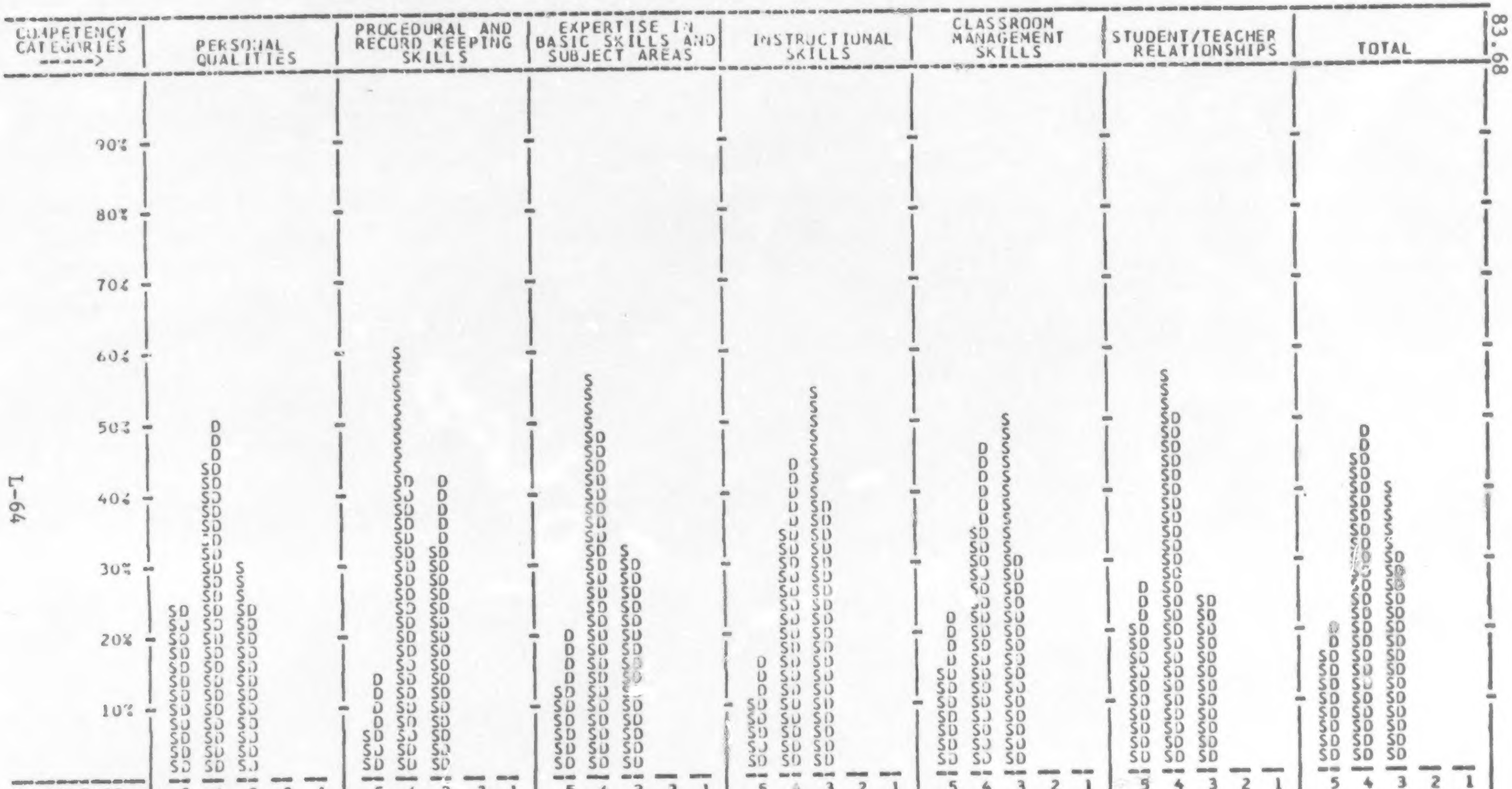
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		48	56	12			
1. IS PUNCTUAL	4.6		8	5				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.7		9	4				
3. EXHIBITS POISE AND SELF-CONTROL	4.2		4	8	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		5	7	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		4	7	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		2	10	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		6	6	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		4	5	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		6	4	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		4	23	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			8	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		2	7	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		2	8	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		19	38	7			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		4	9				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		4	6	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		2	10	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		5	6	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.2		4	7	2			
IIB. INSTRUCTIONAL SKILLS	4.0		35	85	31	2		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		3	6	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		4	7	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		3	9	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		3	9	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		1	10	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		4	6	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		5	5	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		2	8	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		3	5	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		3	5	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		3	8	1	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7		1	7	2	1		2
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		30	57	17			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		4	4	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		4	9				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		4	5	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		2	9	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		5	6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		4	7	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		4	9				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.1		3	8	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		50	53	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		5	7	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		6	4	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		5	7	1			
4. TREATS STUDENTS IMPARTIALLY	4.3		5	7	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		6	6	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		6	5	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		6	5	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		6	6	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		5	6	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ANDREWS IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.38
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.38
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.38
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.31
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.31
III4.	TREATS STUDENTS IMPARTIALLY	4.31
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.31
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.31
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.31
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.31
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.31
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.31
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.25
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.23
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.23
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.23
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.23
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.23
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.23
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.17
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.17
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.15
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.15
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.15
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.15
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.15
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.15
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.08
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.08
IA6.	SHOWS ENTHUSIASM FOR WORK	4.08
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.92
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.92
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.92
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.92
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.92
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.85
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.85
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.85
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.73
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.62

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BARRINGTON (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	24	44	31	0	0	7	60	33	0	0	12	56	32	0	0	10	35	55	0	0	15	35	50	0	0	20	56	24	0	0	16	45	40	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BARRINGTON IN 1983-84
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		11	20	14			
1. IS PUNCTUAL	4.2		3		2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.4		3	1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		1	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.4		1		4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			5				
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	1	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			5				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			2	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		1	2	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		1	9	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	3	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			2	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8			4	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		3	14	8			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	3	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		1	3	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	3	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.4			2	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6			3	2			
IIB. INSTRUCTIONAL SKILLS	3.6		6	21	33			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6			3	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	2	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		1	2	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			2	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			2	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	2	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	1	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		1	1	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			1	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			1	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			2	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			2	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		6	14	20			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	1	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.4			2	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			3	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			2	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	1	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2	1	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	1	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6			3	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		9	25	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.4			2	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			3	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		2	2	1			
4. TREATS STUDENTS IMPARTIALLY	4.8		4	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		2	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8			4	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6			3	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8			4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	3	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BARRINGTON IN 1983-84                               MEAN
(NUMBER OF TEACHERS RATED = 005)                                   RATING
                                                                   ------
 III4. TREATS STUDENTS IMPARTIALLY                                  4.80
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.40
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           4.40
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.20
  IA3. EXHIBITS POISE AND SELF-CONTROL                              4.20
  IA1. IS PUNCTUAL                                                  4.20
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      4.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                    4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      4.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.80
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.80
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.80
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.80
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.80
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.80
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.80
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.60
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.60
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.60
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.60
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.60
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.60
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.60
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.60
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.60
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.40
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.40
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.40
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.40
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.40
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.40
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.40
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.40
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.40
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.40
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             3.40
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.20
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.20
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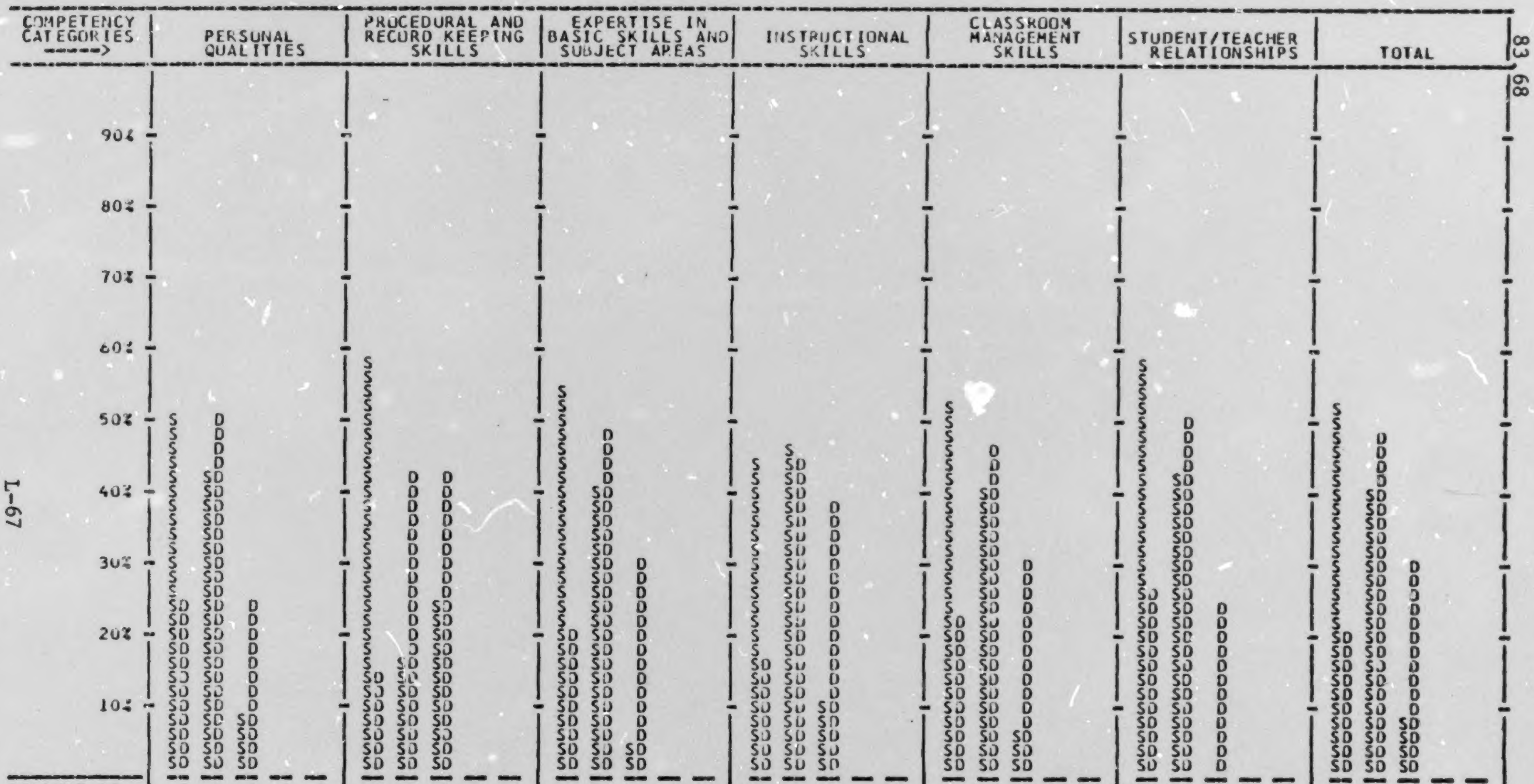
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BARTON HILLS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	50	42	8	0	0	58	17	25	0	0	55	40	5	0	0	44	46	10	0	0	53	41	6	0	0	58	42	0	0	0	52	41	8	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BARTON HILLS IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		18	15	3			
1. IS PUNCTUAL	4.3		1	3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		2	1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.8		3	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		3	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9			3	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		2	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		4					
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8			3	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.8		3	1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.3		7	2	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		2	1	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.5		3		1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		2	1	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.5		11	8	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.5		2	2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		2	2				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.8		3	1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.5		2	2				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		2	1	1			
IIB. INSTRUCTIONAL SKILLS	4.3		21	22	5			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.8		3	1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.5		2	2				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		3		1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.8		3	1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.3		1	3				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	2	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.5		2	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		2	1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.3		2	1	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			3	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.3		1	3				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.3		1	3				
IIC. CLASSROOM MANAGEMENT SKILLS	4.5		17	13	2			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.8		3	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		2	1	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		2	2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.5		2	2				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		2	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.5		2	2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		2	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.3		2	1	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.6		21	15				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		2	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	5.0		4					
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		2	2				
4. TREATS STUDENTS IMPARTIALLY	4.5		2	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		2	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		2	2				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		2	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.8		3	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		2	2				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BARTON HILLS IN 1983-84                          MEAN
(NUMBER OF TEACHERS RATED = 004)                                RATING
                                                                ------
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        5.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      5.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    4.75
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    4.75
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       4.75
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                4.75
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       4.75
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        4.75
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           4.75
  IA3. EXHIBITS POISE AND SELF-CONTROL                            4.75
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    4.50
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       4.50
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.50
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.50
 III4. TREATS STUDENTS IMPARTIALLY                                4.50
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.50
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.50
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               4.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  4.50
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                4.50
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           4.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            4.50
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     4.50
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      4.50
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       4.50
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     4.50
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          4.50
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  4.50
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      4.50
  IA6. SHOWS ENTHUSIASM FOR WORK                                  4.50
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    4.25
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      4.25
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    4.25
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             4.25
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               4.25
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    4.25
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            4.25
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     4.25
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     4.25
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  4.25
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         4.25
  IA1. IS PUNCTUAL                                                4.25
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.75
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                           3.75
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    3.75
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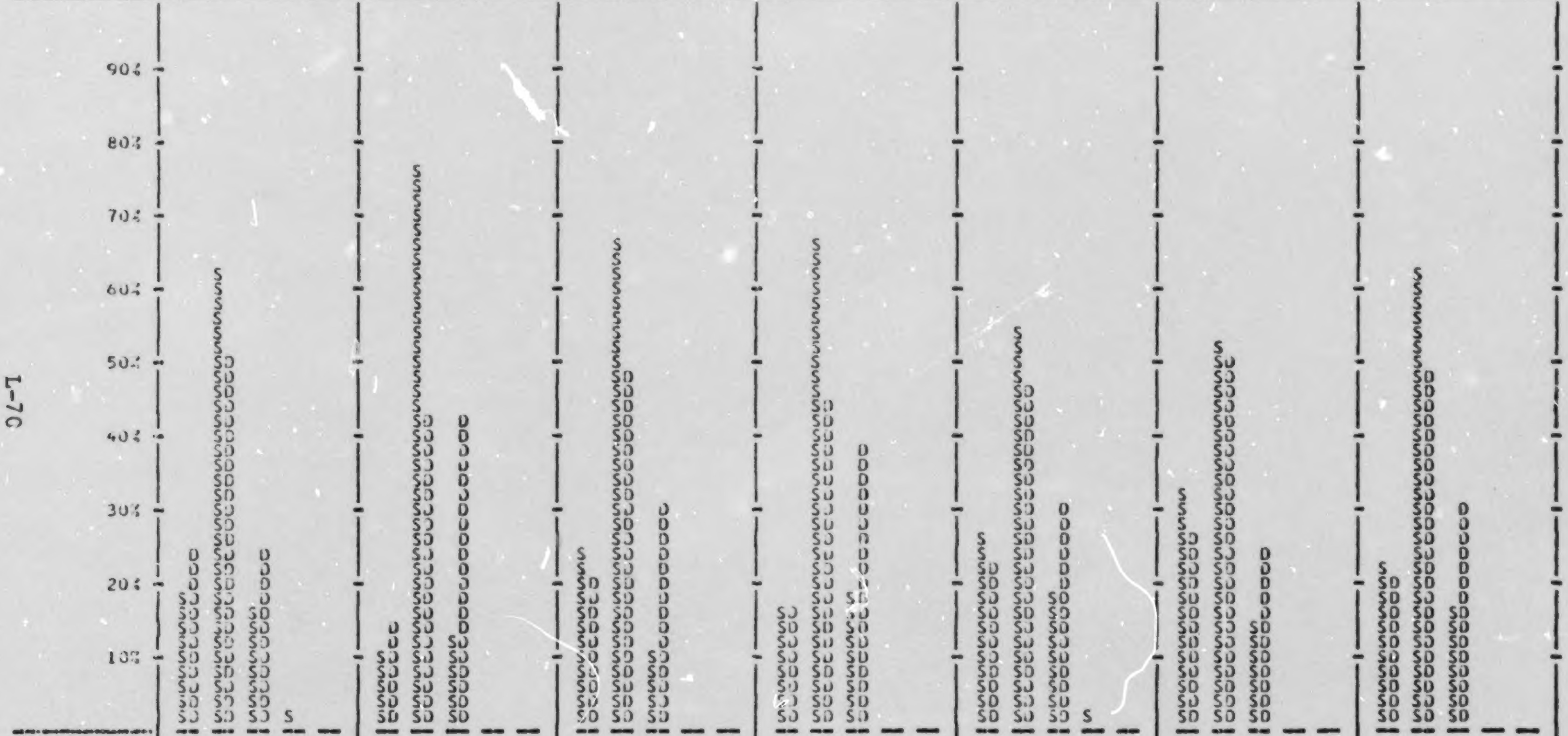
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BECKER (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	19	62	17	2	0	10	77	13	0	0	24	66	10	0	0	16	67	18	0	0	26	54	18	3	0	32	53	14	0	0	22	62	16	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BECKER IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		17	56	15	2		
1. IS PUNCTUAL	3.5			6	3	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	7	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		2	6	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		2	7	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		2	7	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0		3	5	1	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		4	3	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	7	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	8	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		3	23	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	8	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		2	5	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0			10				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		12	33	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	8	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		1	8	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		3	6	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.4		5	4	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		2	7	1			
IIB. INSTRUCTIONAL SKILLS	4.0		19	80	21			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			7	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	8	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		3	5	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		3	5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			4	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		3	5	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		3	7				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		3	7				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9			9	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		1	8	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		1	8	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9		1	7	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		21	43	14	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		3	4	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		2	5	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		3	4	2	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		2	5	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		3	7				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		2	7	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		4	5	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		2	6	1	1		
III. STUDENT/TEACHER RELATIONSHIPS	4.2		29	48	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		3	6	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	5	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	5	3			
4. TREATS STUDENTS IMPARTIALLY	4.2		3	6	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		4	5	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		4	5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		3	7				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		4	5	1			
9. [illegible]	4.[illegible]		[illegible]	[illegible]	[illegible]			

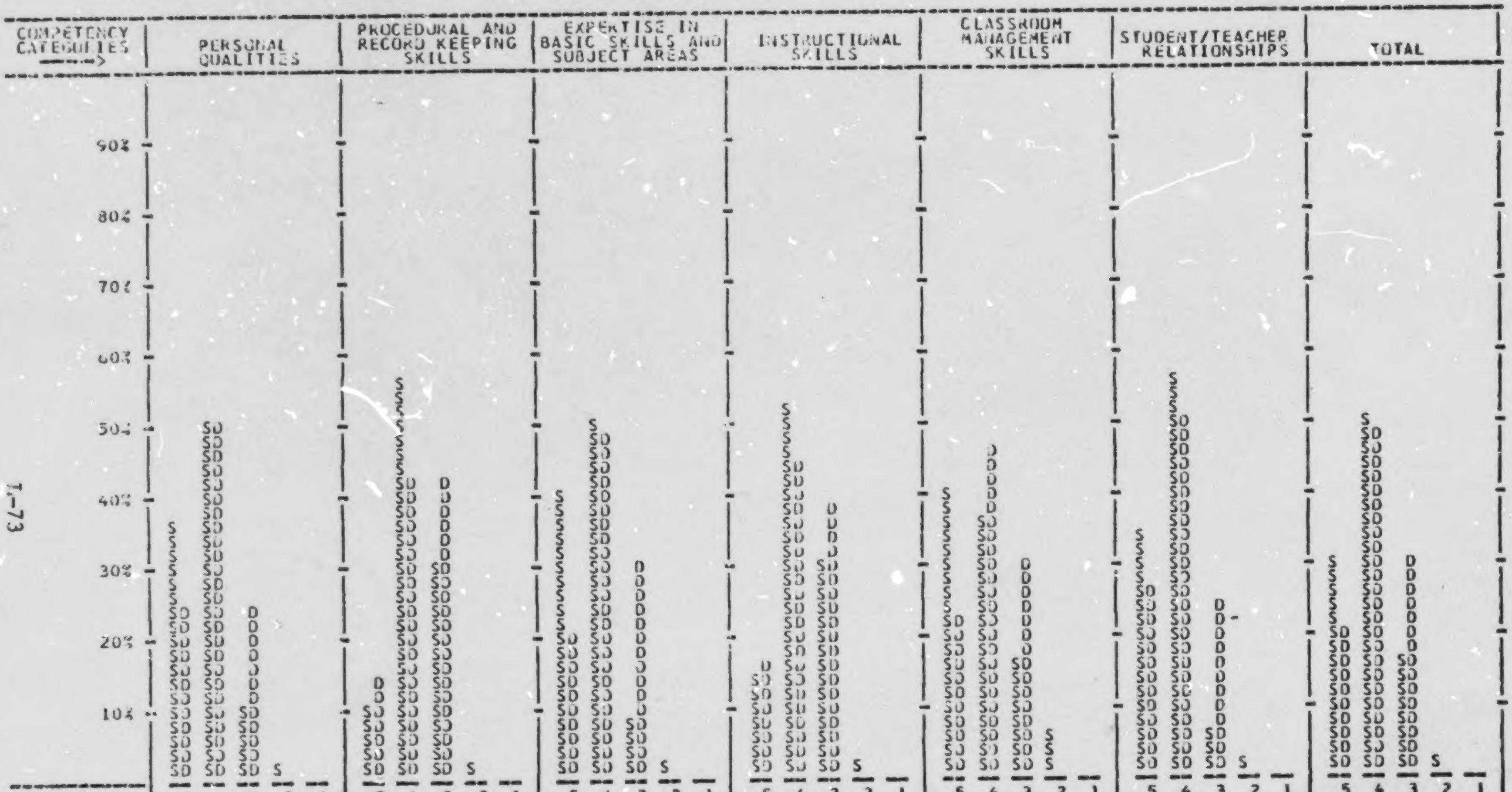
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BECKER IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN RATING
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.40
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.30
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.30
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.30
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.30
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.30
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.30
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.30
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.30
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.20
III4. TREATS STUDENTS IMPARTIALLY	4.20
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.20
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.20
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.10
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.10
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.10
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.10
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.10
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.10
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.10
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.10
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.10
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8. SHOWS ENTHUSIASM FOR WORK	4.00
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.90
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.90
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.90
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.90
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.90
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.90
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.90
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.90
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.90
IA6. DEMONSTRATES PROFESSIONAL GROWTH	3.90
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.70
IA1. IS PUNCTUAL	3.50
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.40

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BLACKSHEAR

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	36	51	11	2	0	10	56	31	3	0	40	51	8	2	0	15	53	30	2	0	40	35	17	7	0	35	56	6	3	0	30	50	17	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BLACKSHEAR IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		42	60	13	2		
1. IS PUNCTUAL	4.4		8	3	1	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		9	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		3	6	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		5	6	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		3	9	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		4	7	1	1		
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		3	9	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		2	10	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		5	7	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		4	22	12	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			8	4	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		2	8	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		2	6	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		26	33	5	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		4	9				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		4	7	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		6	6		1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		5	6	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.5		7	5	1			
IIB. INSTRUCTIONAL SKILLS	3.8		24	82	46	3		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	8	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		2	7	3	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		3	7	2	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		3	6	3	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		1	11	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		4	6	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	7	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		3	3	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		3	5	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			8	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6			8	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			6	6			1
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		42	37	18	7		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		8	2	2	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		6	6		1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		5	4	3	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		3	5	4	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		5	7		1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		4	5	3	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.6		9	3	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		2	5	5	1		
III. STUDENT/TEACHER RELATIONSHIPS	4.[illegible]		41	66	7	3		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		5	7	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		2	9	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		3	9		1		
4. TREATS STUDENTS IMPARTIALLY	4.2		3	9	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		1	11		1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		7	5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		6	6	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		5	7	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		9	3		1		

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BLACKSHEAR IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

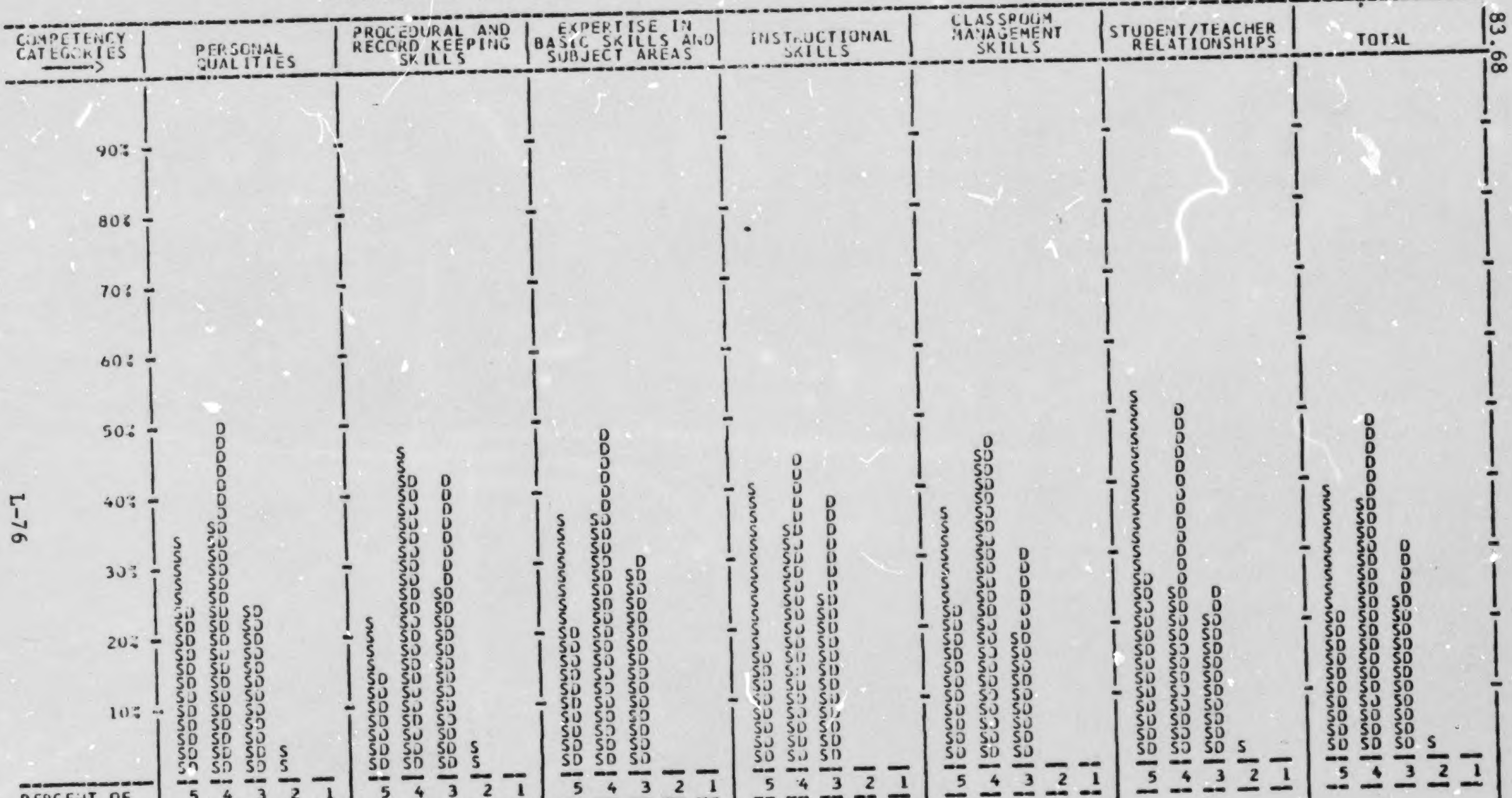
		MEAN RATING
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.62
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.62
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.54
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.46
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.46
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.38
IA1.	IS PUNCTUAL	4.38
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.31
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.31
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.31
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.31
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.31
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.31
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.31
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.23
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.23
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.23
III4.	TREATS STUDENTS IMPARTIALLY	4.15
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.15
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.15
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.15
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.08
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.08
IA6.	DEMONSTRATES PROFESSIONAL GROWTH	4.08
IA8.	SHOWS ENTHUSIASM FOR WORK	4.08
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.92
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.92
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.92
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.92
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.92
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.92
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.85
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.85
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.77
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.77
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.77
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.69
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.62
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.62
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.62
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.54
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50

L-75

(JULY, 1984)

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BLANTON

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



83.68

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	35	37	25	4	0	23	46	27	4	0	36	36	29	0	0	40	35	25	0	0	36	44	19	1	0	53	25	20	2	0	39	36	23	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 009

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BLANTON IN 1983-84
(NUMBER OF TEACHERS RATED = 009)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		28	30	20	3		
1. IS PUNCTUAL	3.8		3	2	3	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	6	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		4	2	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		5	3	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		3	3	3			
6. SHOWS ENTHUSIASM FOR WORK	4.2		3	5	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		3	3	2	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		2	3	3	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		3	3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9	1	6	12	7	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		2	4	2	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		2	4	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0	1	2	4	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		16	16	13			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		3	3	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		3	3	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		3	3	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		5	2	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		2	5	2			
IIB. INSTRUCTIONAL SKILLS	4.2	6	41	36	25			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		4	3	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		3	3	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		4	4	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.4		6	1	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.4		5	3	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		4	2	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		3	5	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		5	3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	3	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7	3	1	2	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1	2	2	4	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1	1	3	3	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1	2	25	31	13	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		4	3	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		3	4	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		3	5	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0	1	2	4	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		4	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		4	3	1	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		4	4	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8	1	1	4	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		43	20	16	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		5	2	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		4	2	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		5	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.2		4	3	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		4	2	2	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		5	1	2	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		5	3	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		5	2	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		6	2	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BLANTON IN 1983-84                                   MEAN
(NUMBER OF TEACHERS RATED = 009)                                     RATING
                                                                     ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.56
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           4.44
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   4.44
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        4.44
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                4.44
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           4.44
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               4.44
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.33
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.33
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   4.33
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.33
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          4.33
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.33
 III4. TREATS STUDENTS IMPARTIALLY                                    4.22
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                4.22
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        4.22
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         4.22
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    4.22
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.22
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 4.14
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        4.13
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.11
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.11
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      4.11
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          4.11
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         4.11
  IA3. EXHIBITS POISE AND SELF-CONTROL                                4.11
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.11
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      4.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        4.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.89
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          3.89
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.78
  IA1. IS PUNCTUAL                                                    3.78
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.67
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.67
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.56
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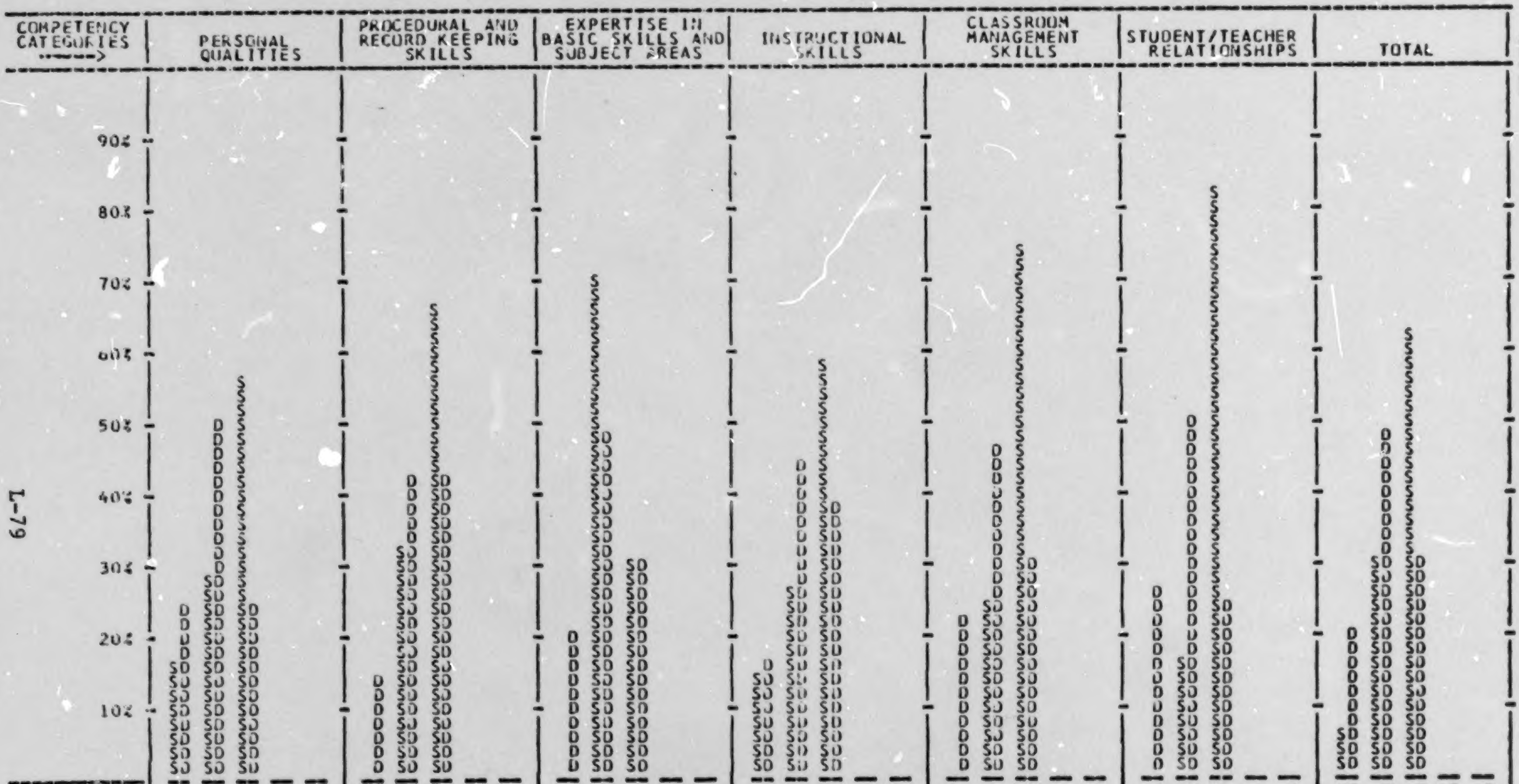
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BRENTWOOD (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	17	28	56	0	0	0	33	67	0	0	0	70	30	0	0	14	27	59	0	0	0	25	75	0	0	0	17	83	0	0	7	30	63	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 002

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BRENTWOOD IN 1983-84
(NUMBER OF TEACHERS RATED = 002)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		3	5	10			
1. IS PUNCTUAL	3.0				2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1		1			
3. EXHIBITS POISE AND SELF-CONTROL	3.0				2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5			1	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		1	1				
6. SHOWS ENTHUSIASM FOR WORK	3.5			1	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.5			1	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1		1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			1	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			2	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			1	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			1	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7			7	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			2				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			1	1			
IIB. INSTRUCTIONAL SKILLS	3.5		3	6	13			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			1	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1		1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.5		1	1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			2				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			1	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			1	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1		1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				1			
IIC. CLASSROOM MANAGEMENT SKILLS	3.3			4	12			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.0				2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.0				2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			1	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				2			
III. STUDENT/TEACHER RELATIONSHIPS	3.2			3	15			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.0				2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			1	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.0				2			
4. TREATS STUDENTS IMPARTIALLY	3.0				2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.0				2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			1	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.0				2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.0				2			

83.68

L-80

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BRENTWOOD IN 1983-84
(NUMBER OF TEACHERS RATED = 002)

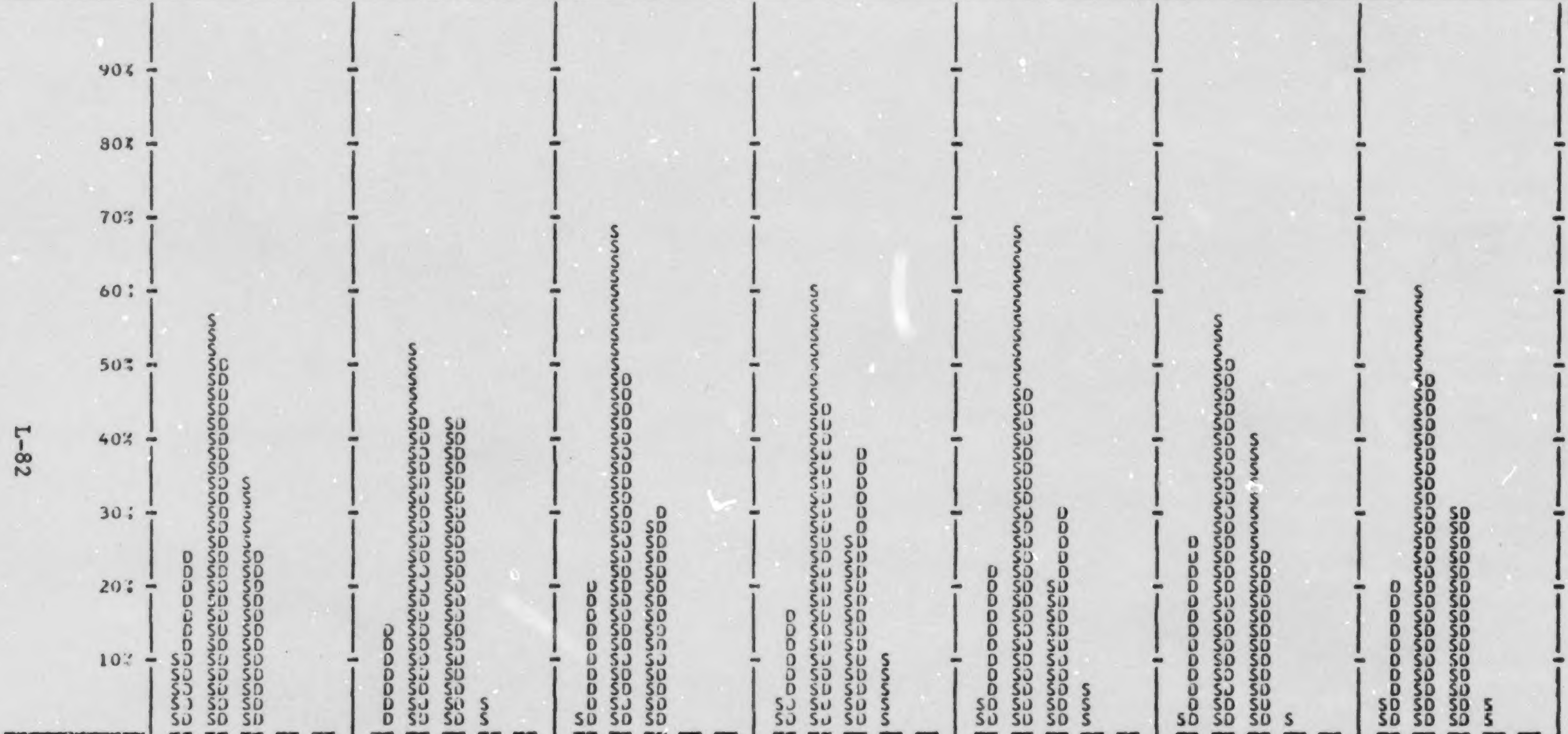
	MEAN RATING
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.50
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.50
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.50
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.50
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.50
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.50
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.50
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.50
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.50
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.50
IA6. SHOWS ENTHUSIASM FOR WORK	3.50
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.50
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.00
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.00
III4. TREATS STUDENTS IMPARTIALLY	3.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.00
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00
IA3. EXHIBITS POISE AND SELF-CONTROL	3.00
IA1. IS PUNCTUAL	3.00

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BROOKE

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	10	56	35	0	0	0	52	43	5	0	3	68	29	0	0	4	61	26	10	0	4	68	21	7	0	2	56	40	3	0	4	60	31	5	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BROOKE IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

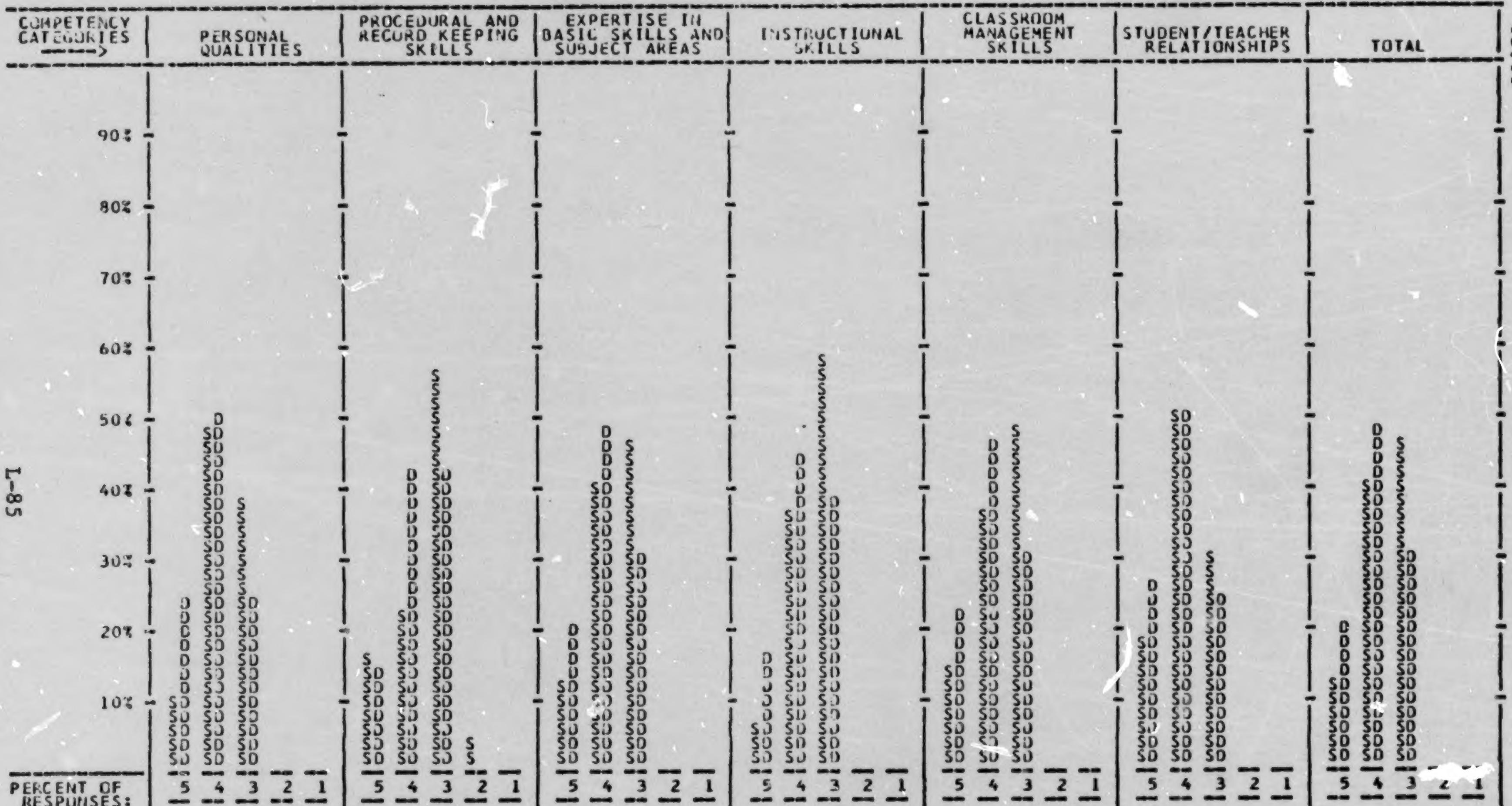
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		6	35	22			
1. IS PUNCTUAL	4.3		3	3	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9			6	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.4			3	4			
4. PRESENTS AN EFFECTIVE ROLE-MODEL	3.6			4	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	2	4			
6. SHOWS ENTHUSIASM FOR WORK	3.9			6	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		2	2	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7			5	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6			4	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5			11	9	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			4	2	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			3	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6			4	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		1	23	10			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			5	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		1	4	1			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9			6	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			4	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6			4	3			
IIB. INSTRUCTIONAL SKILLS	3.6		3	50	21	8		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6			5	1	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4			4	2	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7			5	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			6		1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			6		1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	5	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			4	2	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		2	2	2	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			4	2	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			3	3	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			3	3			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			3	3			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		2	38	12	4		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	4		1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7			5	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			5	1	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7			5	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			5	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			4	2	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4			4	2	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9			6	1			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		1	35	25	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	5	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			4	2	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6			4	3			
4. TREATS STUDENTS IMPARTIALLY	3.4			3	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.4			3	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7			5	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.4			4	2	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			3	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6			4	3			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BROOKE IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

		MEAN RATING
IA1.	IS PUNCTUAL	4.29
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.86
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.86
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.86
IA6.	SHOWS ENTHUSIASM FOR WORK	3.86
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.86
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.71
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.71
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.71
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.71
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.71
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.71
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.71
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.71
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.71
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.71
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.57
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.57
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.57
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.57
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.57
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.57
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.57
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.57
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.57
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.57
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.43
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.43
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.43
III4.	TREATS STUDENTS IMPARTIALLY	3.43
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.43
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.43
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.43
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.43
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.43
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.43
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.43
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.43
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.43
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.29

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BROWN (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	11	48	39	1	0	17	22	57	4	0	12	41	46	1	0	6	36	58	0	0	14	37	48	1	0	18	51	30	0	0	12	41	46	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 016

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BROWN IN 1983-84
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		16	69	56	2		
1. IS PUNCTUAL	3.6		4	3	8	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5		2	4	9			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		2	11	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	10	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			9	7			
6. SHOWS ENTHUSIASM FOR WORK	3.7		2	7	7			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6		1	7	8			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		2	8	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	10	4	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5	1	8	10	26	2		1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	4	10	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	1	3	4	7	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		4	2	9			1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		9	32	36	1		2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		1	10	4	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9		3	6	5			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.6		2	5	9			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6		1	7	8			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		2	4	10			
IIB. INSTRUCTIONAL SKILLS	3.5	5	12	67	108			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	7	8			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		2	6	8			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		2	4	10			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	7	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		3	6	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		1	9	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		1	8	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			7	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			3	13			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			3	13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			4	12			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	5	1	3	7			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		18	47	61	1		1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		5	5	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		3	4	8	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		3	2	11			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		1	5	10			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		2	9	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			7	9			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		4	9	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			6	9			1
III. STUDENT/TEACHER RELATIONSHIPS	3.9		26	73	43			2
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		6	6	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		4	6	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		3	8	5			
4. TREATS STUDENTS IMPARTIALLY	3.9		3	9	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.3		2	9	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		1	10	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	10	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		3	9	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		3	7	4			2

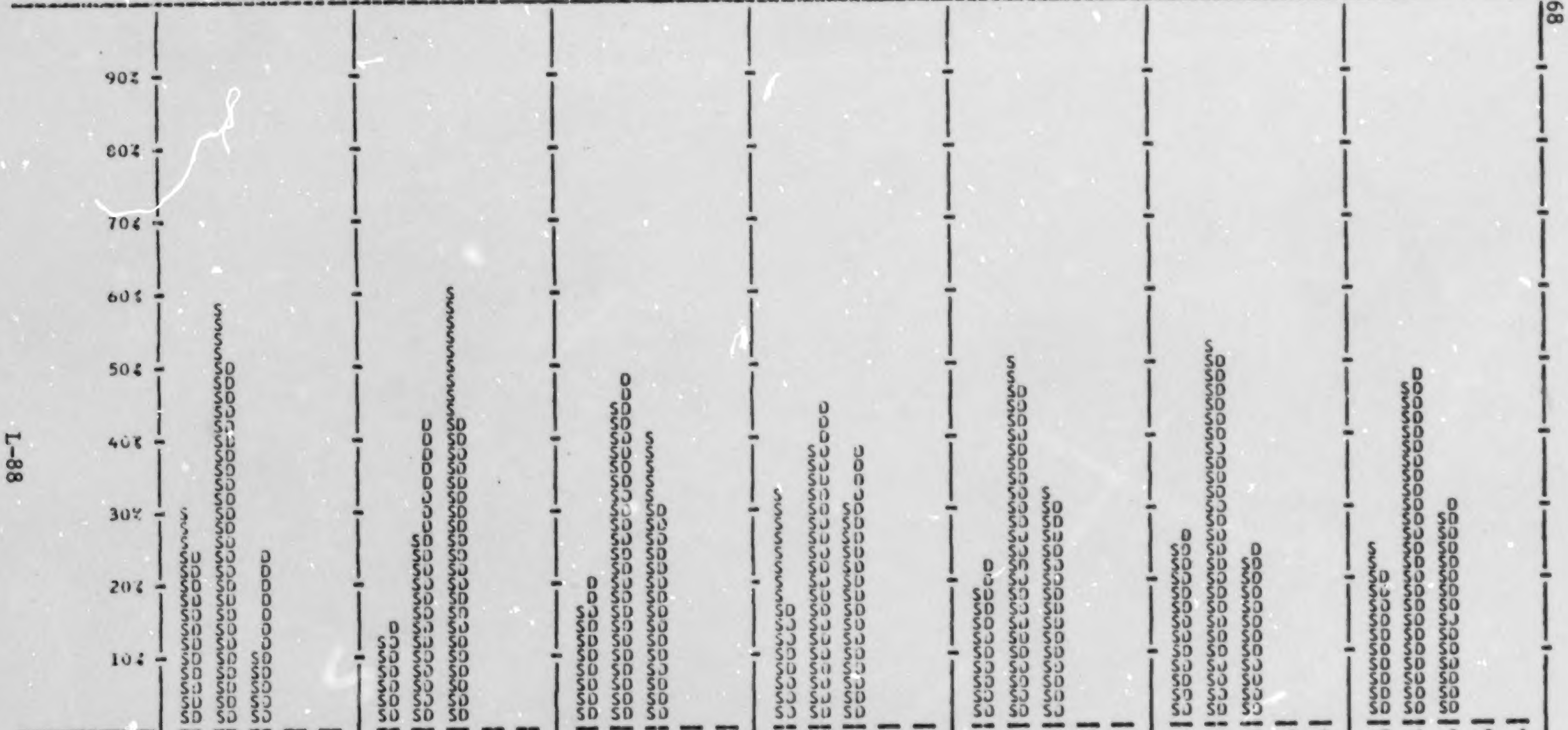
I-86

CUMPETENCIES BY RANK ORDER
FOR TEACHERS AT BROWN IN 1983-84
(NUMBER OF TEACHERS RATED = 016)

		MEAN RATING
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.13
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.06
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.94
III4.	TREATS STUDENTS IMPARTIALLY	3.94
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.94
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.94
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.93
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.88
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.88
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.88
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.86
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.81
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.75
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.75
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.75
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.75
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.75
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.69
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.69
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.69
IA6.	SHOWS ENTHUSIASM FOR WORK	3.69
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.67
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.63
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.63
IA1.	IS PUNCTUAL	3.63
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.60
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.56
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.56
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.56
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.56
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.56
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.56
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.56
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.53
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.45
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.44
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.44
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.44
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.40
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.31
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.19
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.19

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BRYKER WOODS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	30	59	11	0	0	13	27	60	0	0	16	44	40	0	0	32	38	30	0	0	18	53	33	0	0	24	53	22	0	0	24	47	28	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BRYKER WOODS IN 1983-84
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		13	26	5			
1. IS PUNCTUAL	3.6			3	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		2	2	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.5		2	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		2	2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			5				
6. SHOWS ENTHUSIASM FOR WORK	4.4		2	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		3	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		1	4				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	3	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		2	4	9			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			2	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1		4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	2	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		4	11	10			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		1	1	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			2	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		1	2	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	3	1			
IIB. INSTRUCTIONAL SKILLS	4.0		19	23	18			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			2	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	3	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		3	1	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	3	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		1	3	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		2	2	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	2	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		2	2	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.2		2	2	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		2	1	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		2	1	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0		2	1	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		7	20	13			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.4			2	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6			3	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			2	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			3	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		2	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1	3	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		2	2	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.2		2	2	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		11	24	10			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	3	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			3	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		2	2	1			
4. TREATS STUDENTS IMPARTIALLY	4.2		2	2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8			4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	3	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		2	2	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8			4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		3	1	1			

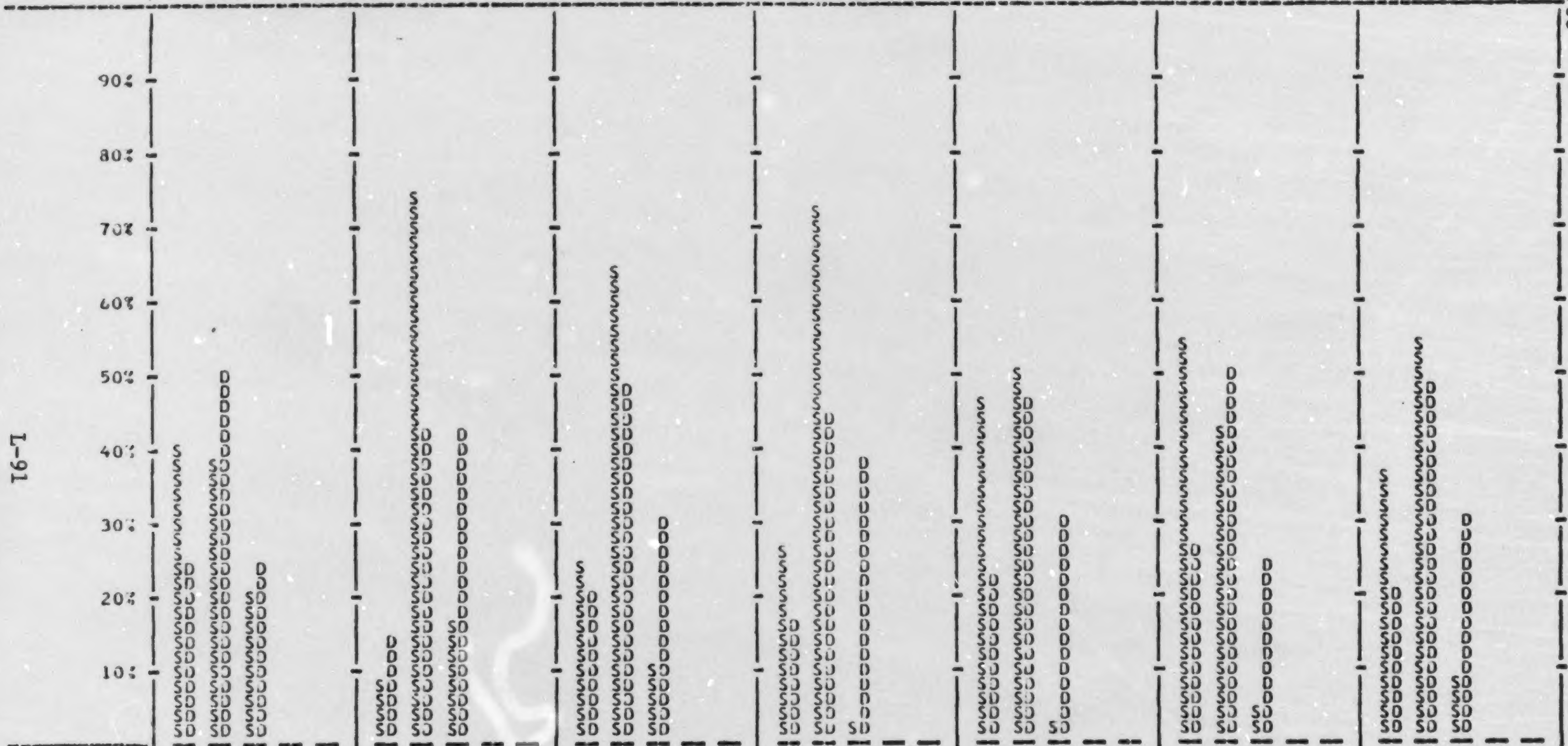
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BRYKER WOODS IN 1983-84
(NUMBER OF TEACHERS RATED = 005)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.60
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.50
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.40
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.40
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.40
IA6.	SHOWS ENTHUSIASM FOR WORK	4.40
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.20
III4.	TREATS STUDENTS IMPARTIALLY	4.20
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.20
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.20
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.20
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.20
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.20
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.20
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.20
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.80
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.80
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.80
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.80
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.80
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.60
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.60
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.60
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.60
IA1.	IS PUNCTUAL	3.60
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.40
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.40
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.40
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.40
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.40
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.40

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR CAMPBELL

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	41	38	21	0	0	8	75	17	0	0	25	65	10	0	0	26	72	2	0	0	47	50	3	0	0	54	42	4	0	0	37	55	8	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CAMPBELL IN 1983-84
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		29	27	15			
1. IS PUNCTUAL	4.4		4	3	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		3	4	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		3	3	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.6		6	1	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		1	5	2			
6. SHOWS ENTHUSIASM FOR WORK	4.4		5	1	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		4	2	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		1	3	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		2	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		2	18	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8			6	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		1	6	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	6	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		10	26	4			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	6	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			6	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		2	6				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.6		5	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		2	5	1			
IIB. INSTRUCTIONAL SKILLS	4.2		24	67	2			3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		2	5	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.5		4	4				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		1	7				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		2	6				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.4		3	5				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		2	6				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.4		3	5				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		1	7				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.3		3	4	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.3		2	5				1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		1	6				1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0			7				1
IIC. CLASSROOM MANAGEMENT SKILLS	4.4		30	32	2			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		5	2	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.6		5	3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		3	5				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		2	6				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		5	2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.4		3	5				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		4	4				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		3	5				
III. STUDENT/TEACHER RELATIONSHIPS	4.5		39	30	3			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		6	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.8		6	2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		3	4	1			
4. TREATS STUDENTS IMPARTIALLY	4.3		3	4	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		4	3	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		4	4				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		3	5				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.6		5	3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		5	3				

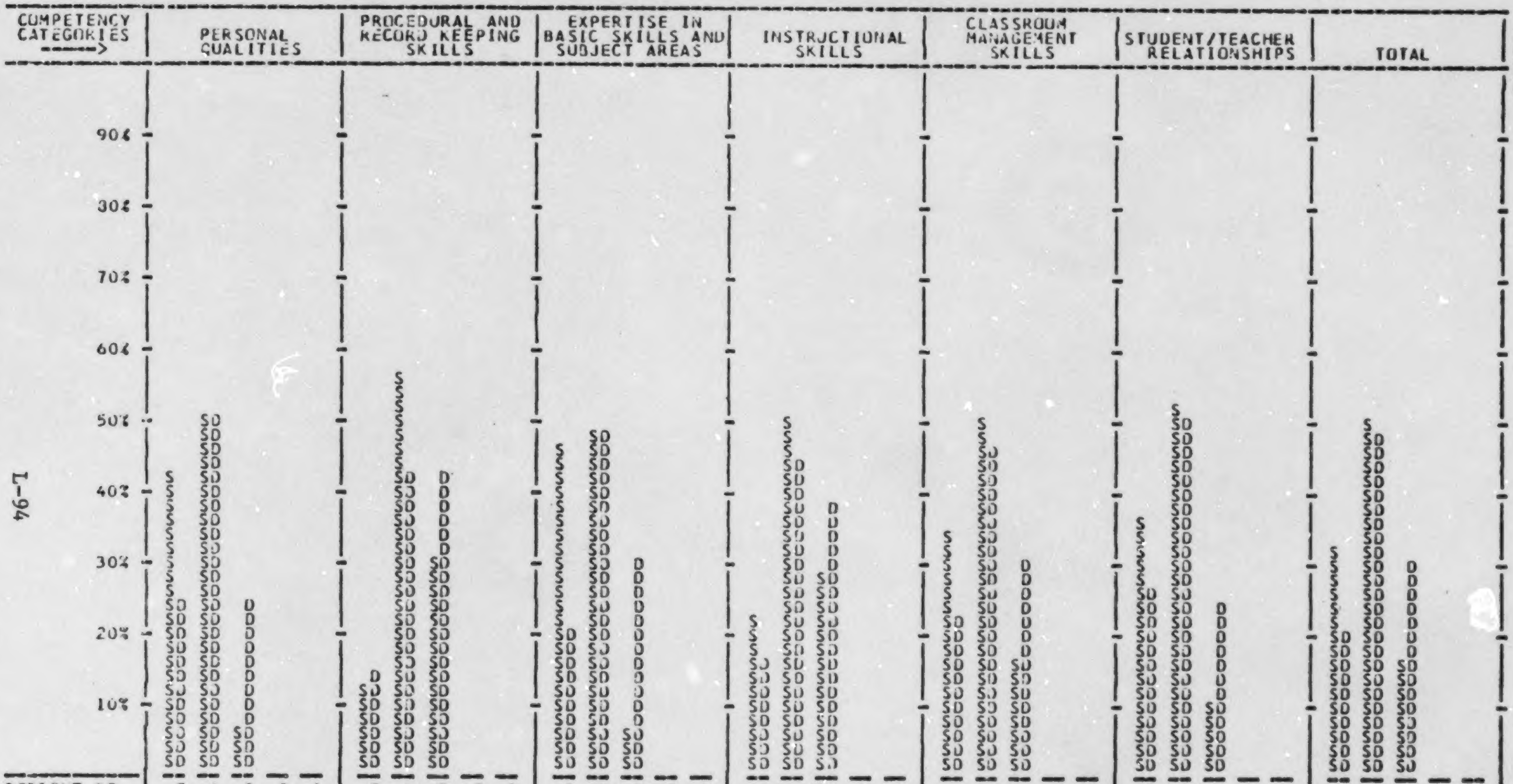
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CAMPBELL IN 1983-84
(NUMBER OF TEACHERS RATED = 008)

		MEAN RATING
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.75
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.75
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.63
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.63
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.63
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.63
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.63
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.50
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.50
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.50
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.50
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.38
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.38
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.38
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.38
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.38
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.38
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.38
IA6.	SHOWS ENTHUSIASM FOR WORK	4.38
IA1.	IS PUNCTUAL	4.38
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.29
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.29
III4.	TREATS STUDENTS IMPARTIALLY	4.25
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.25
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.25
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.25
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.25
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.25
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.25
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.14
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.13
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.13
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.13
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.13
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.13
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.88
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.75
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.75
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.63

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR CASIS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	43	51	6	0	0	13	57	30	0	0	46	43	6	0	0	22	51	28	0	0	34	50	16	0	0	37	52	11	0	0	33	51	16	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CASIS IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		39	46	5			
1. IS PUNCTUAL	4.2		3	6	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		3	7				
3. EXHIBITS POISE AND SELF-CONTROL	4.4		5	4	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		4	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		2	7	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		5	5				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		6	3	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.4		4	6				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.7		7	3				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		4	17	9			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		1	7	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	6	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		2	4	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.4		22	23	3			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		3	6	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.4		3	5				2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		5	4	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.7		7	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		4	5	1			
IIB. INSTRUCTIONAL SKILLS	3.9		26	61	33			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.3		3	7				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.4		4	6				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		4	4	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		2	6	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.2		4	4	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		2	7	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		3	5	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		4	4	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			3	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			4	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			5	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6			6	4			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		27	40	13			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		4	5	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		4	5	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		2	6	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	6	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.6		6	4				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.5		5	5				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		3	6	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		2	3	5			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		33	47	10			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		5	4	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		2	7	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		2	7	1			
4. TREATS STUDENTS IMPARTIALLY	4.2		4	4	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		6	2	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.4		5	4	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		3	7				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		3	7				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	5	2			

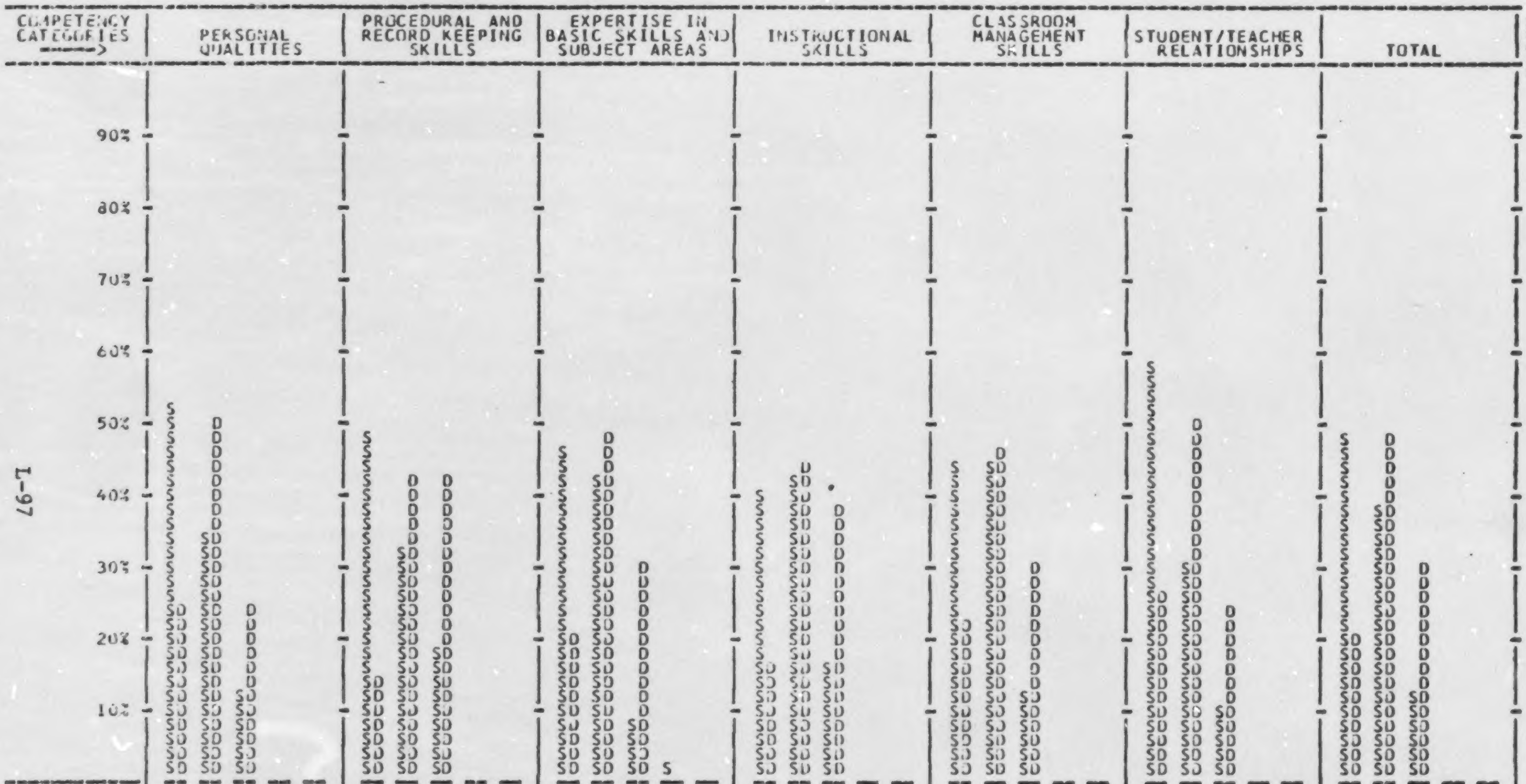
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CASIS IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

		MEAN RATING
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.70
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.70
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.60
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.50
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.40
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.40
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.40
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.40
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.40
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.40
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.40
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.38
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.30
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.30
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.30
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.30
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.30
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.30
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.30
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.30
III4.	TREATS STUDENTS IMPARTIALLY	4.20
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.20
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.20
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.20
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.20
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.20
IA1.	IS PUNCTUAL	4.20
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.10
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.10
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.10
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.10
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.10
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.10
IIC2.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.90
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.80
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.80
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.80
IIC3.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.70
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.60
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.40
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.30

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR COOK

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	53	35	12	0	0	48	33	18	0	0	47	42	9	2	0	40	42	17	1	0	44	44	13	0	0	59	30	11	0	0	48	38	13	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT COOK IN 1983-84
(NUMBER OF TEACHERS RATED = 011)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		52	35	12			
1. IS PUNCTUAL	4.1		5	2	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.4		5	5	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.5		6	4	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		6	5				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		7	3	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		6	4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		6	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.4		5	5	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		6	3	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.3		16	11	6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		5	4	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.4		6	3	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		5	4	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		26	23	5	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		6	4		1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		6	4	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		5	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.5		6	4	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		3	6	2			
IIB. INSTRUCTIONAL SKILLS	4.2	3	51	53	22	1		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.5		6	4	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		4	6	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		5	5	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		4	6	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		2	3	5	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.5		7	2	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		3	7	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		5	5	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		3	5	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.2	1	4	3	2			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.2	1	4	3	2			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.2	1	4	4	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		38	38	11			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		6	5				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		4	6	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		3	5	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		4	6	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.6		8	2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		4	5	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		5	5	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.2		4	4	2			1
III. STUDENT/TEACHER RELATIONSHIPS	4.5		58	30	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		6	3	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		6	4	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		7	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.5		7	3	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		8	2	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.6		8	2	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		6	4	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		6	4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		4	5	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT COOK IN 1983-84
(NUMBER OF TEACHERS RATED = 011)

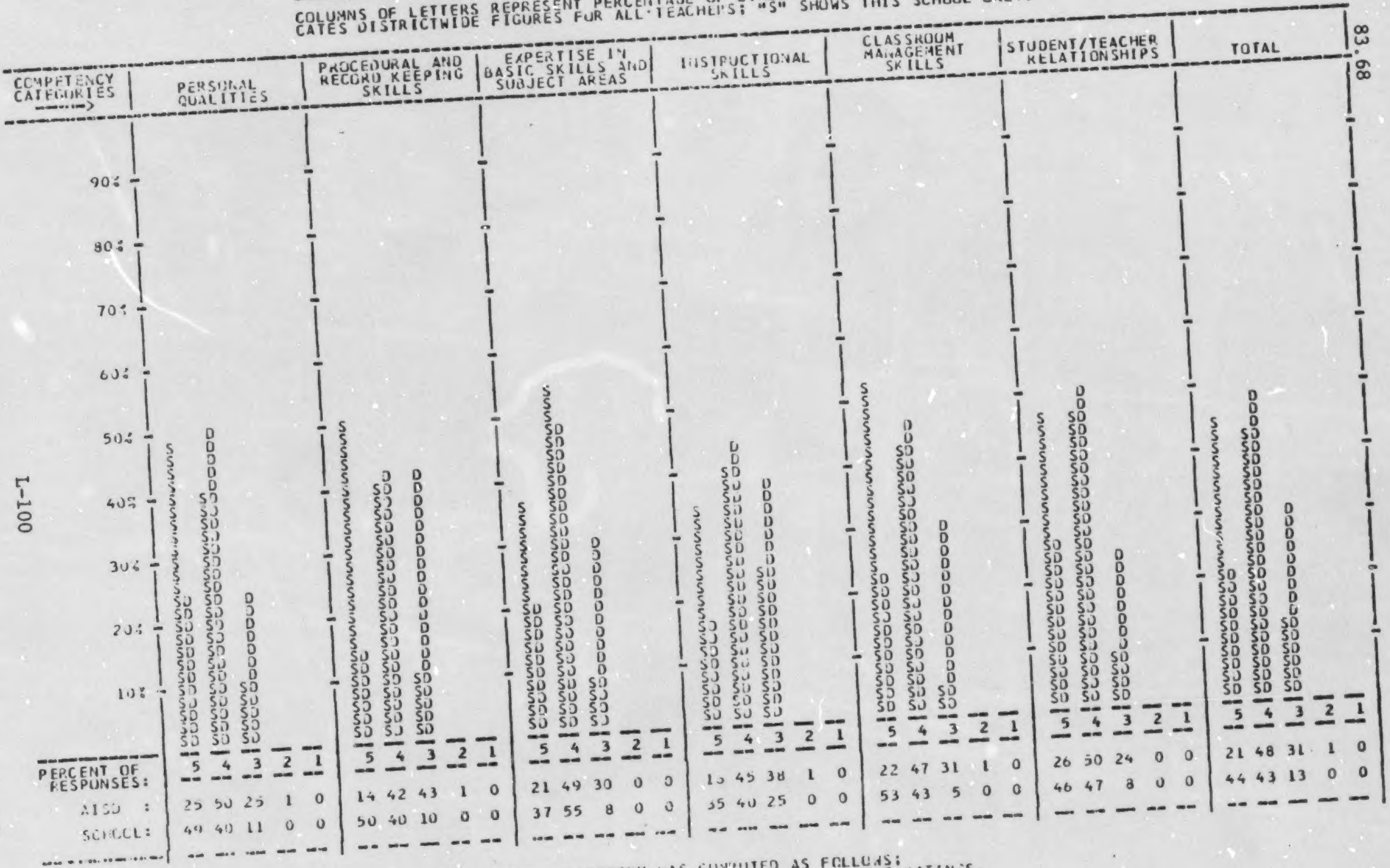
		MEAN RATING
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.64
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.64
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.64
III4.	TREATS STUDENTS IMPARTIALLY	4.55
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.55
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.55
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.55
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.55
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.45
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.45
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.45
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.45
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.45
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.45
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.45
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.45
IA6.	SHOWS ENTHUSIASM FOR WORK	4.45
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.45
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.36
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.36
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.36
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.36
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.36
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.36
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.36
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.36
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.36
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.36
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.27
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.27
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.27
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.27
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.27
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.27
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.22
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.22
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.20
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.20
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.18
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.18
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.18
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.09
IA1.	IS PUNCTUAL	4.09
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.55

(JULY, 1984)

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR CUNNINGHAM

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



PERCENT OF RESPONSES:	PERSONAL QUALITIES 5	4	3	2	1	PROCEDURAL AND RECORD KEEPING SKILLS 5	4	3	2	1	EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS 5	4	3	2	1	INSTRUCTIONAL SKILLS 5	4	3	2	1	CLASSROOM MANAGEMENT SKILLS 5	4	3	2	1	STUDENT/TEACHER RELATIONSHIPS 5	4	3	2	1	TOTAL 5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	15	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	49	40	11	0	0	50	40	10	0	0	37	55	8	0	0	35	40	25	0	0	53	43	5	0	0	46	47	8	0	0	44	43	13	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CUNNINGHAM IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		44	36	10			
1. IS PUNCTUAL	4.6		7	2	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.4		5	4	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		4	5	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		5	4	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		5	5				
6. SHOWS ENTHUSIASM FOR WORK	4.5		6	3	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		6	3	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	5	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		4	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.4		15	12	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.6		6	4				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		4	5	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		5	3	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		18	27	4			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		4	6				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		2	5	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		4	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		3	6	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.5		5	5				
IIB. INSTRUCTIONAL SKILLS	4.1		42	48	30			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		3	4	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		2	6	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		4	5	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		2	3	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		2	4	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		5	3	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		5	3	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		5	4	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		3	4	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		3	4	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		3	4	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.4		5	4	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.5		42	34	4			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		3	6	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		6	3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		5	5				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		4	5	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		7	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.7		7	3				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		5	5				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		5	4	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		41	42	7			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		4	5	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		4	4	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		6	4				
4. TREATS STUDENTS IMPARTIALLY	4.5		5	5				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		5	5				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		3	5	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		2	7	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.6		6	4				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		6	3	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CUNNINGHAM IN 1983-84                              MEAN
(NUMBER OF TEACHERS RATED = 010)                                  RATING
                                                                  ------
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   4.70
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.70
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     4.60
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                4.60
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   4.60
  IA1. IS PUNCTUAL                                                 4.60
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.50
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       4.50
 III4. TREATS STUDENTS IMPARTIALLY                                 4.50
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.50
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             4.50
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       4.50
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      4.50
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.50
  IA6. SHOWS ENTHUSIASM FOR WORK                                   4.50
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     4.50
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     4.40
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     4.40
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     4.40
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   4.40
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            4.40
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          4.40
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    4.30
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            4.30
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      4.30
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      4.30
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       4.30
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        4.30
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      4.30
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       4.30
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.30
  IA3. EXHIBITS POISE AND SELF-CONTROL                             4.30
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         4.20
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     4.20
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      4.20
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        4.10
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.10
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      4.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.90
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.30
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.70
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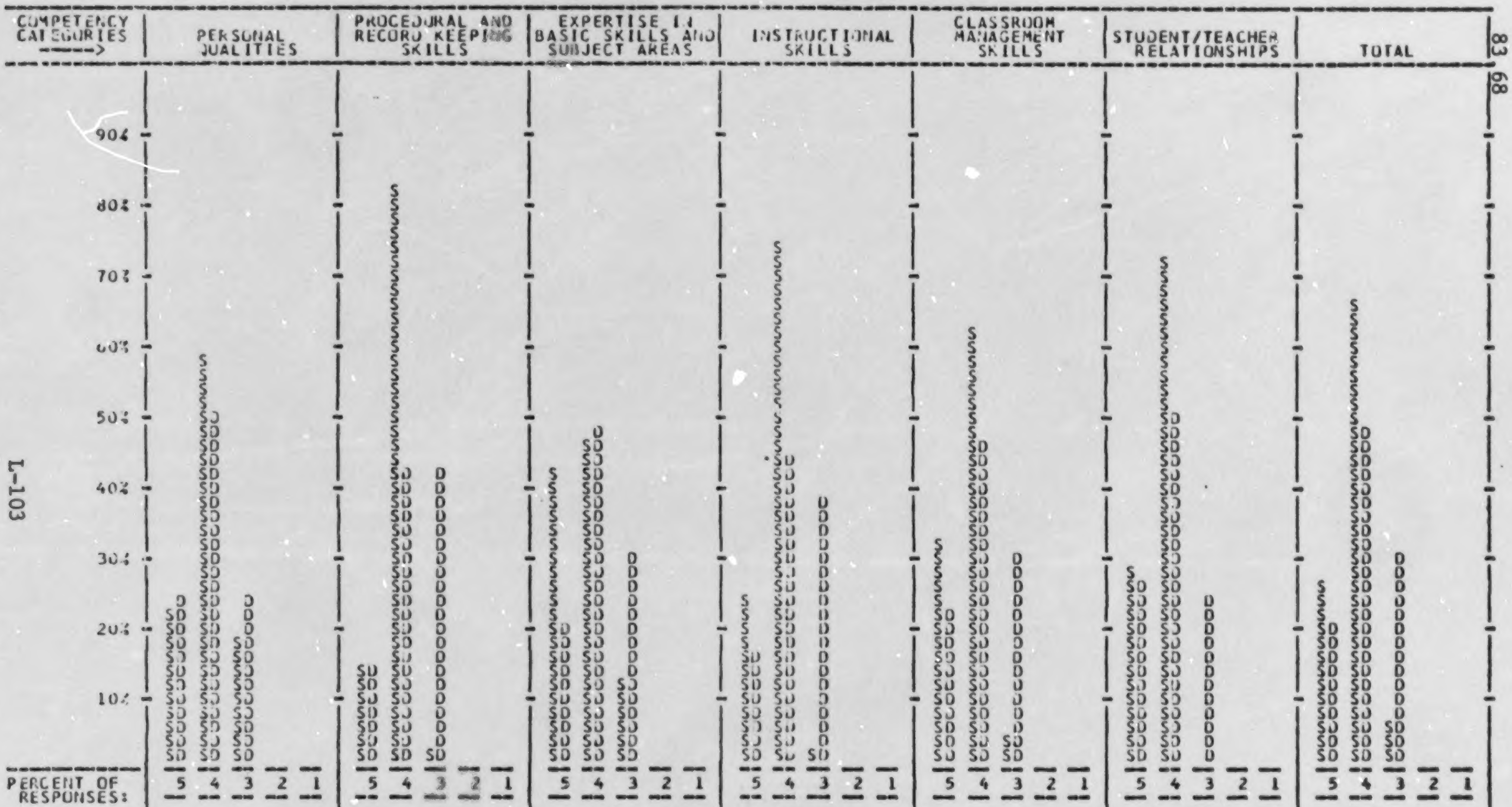
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR DAWSON (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	15	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL :	22	58	19	0	0	14	83	3	0	0	42	47	12	0	0	24	74	2	0	0	32	63	5	0	0	28	72	0	0	0	27	66	7	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 012

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT DAWSON IN 1983-84
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		24	63	21			
1. IS PUNCTUAL	3.1			1	11			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.2			2	10			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			12				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		5	7				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		2	10				
6. SHOWS ENTHUSIASM FOR WORK	4.5		6	6				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		5	7				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		1	11				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		5	7				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		5	30	1			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.1		1	11				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9			11	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		4	8				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		25	28	7			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.8		9	3				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		2	5	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		5	6	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.8		9	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9			11	1			
IIB. INSTRUCTIONAL SKILLS	4.2		34	106	3			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.3		3	9				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		2	10				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		5	6	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.5		6	6				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.3		4	8				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.4		5	7				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			12				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		3	8	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		1	10	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0			12				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		1	11				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.4		4	7				1
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		31	60	5			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.7		8	4				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		3	9				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		4	8				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			12				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.6		7	5				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.4		5	7				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		4	8				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6			7	5			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		30	78				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		7	5				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		5	7				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		4	8				
4. TREATS STUDENTS IMPARTIALLY	4.3		4	8				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		1	11				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		4	8				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		2	10				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		2	10				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		1	11				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT DAWSON IN 1983-84                                   MEAN
(NUMBER OF TEACHERS RATED = 012)                                   RATING
                                                                   ------
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       4.75
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.75
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      4.67
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     4.58
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.58
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         4.50
  IA6. SHOWS ENTHUSIASM FOR WORK                                    4.50
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          4.42
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    4.42
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       4.42
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          4.42
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.42
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.42
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      4.36
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      4.33
 III4. TREATS STUDENTS IMPARTIALLY                                  4.33
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.33
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 4.33
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              4.33
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              4.33
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        4.33
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.33
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       4.33
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        4.25
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  4.25
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.17
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         4.17
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      4.17
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         4.17
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      4.17
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      4.08
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.08
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               4.08
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    4.08
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             4.08
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       4.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                              4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.92
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.92
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.75
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.58
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.17
  IA1. IS PUNCTUAL                                                  3.08
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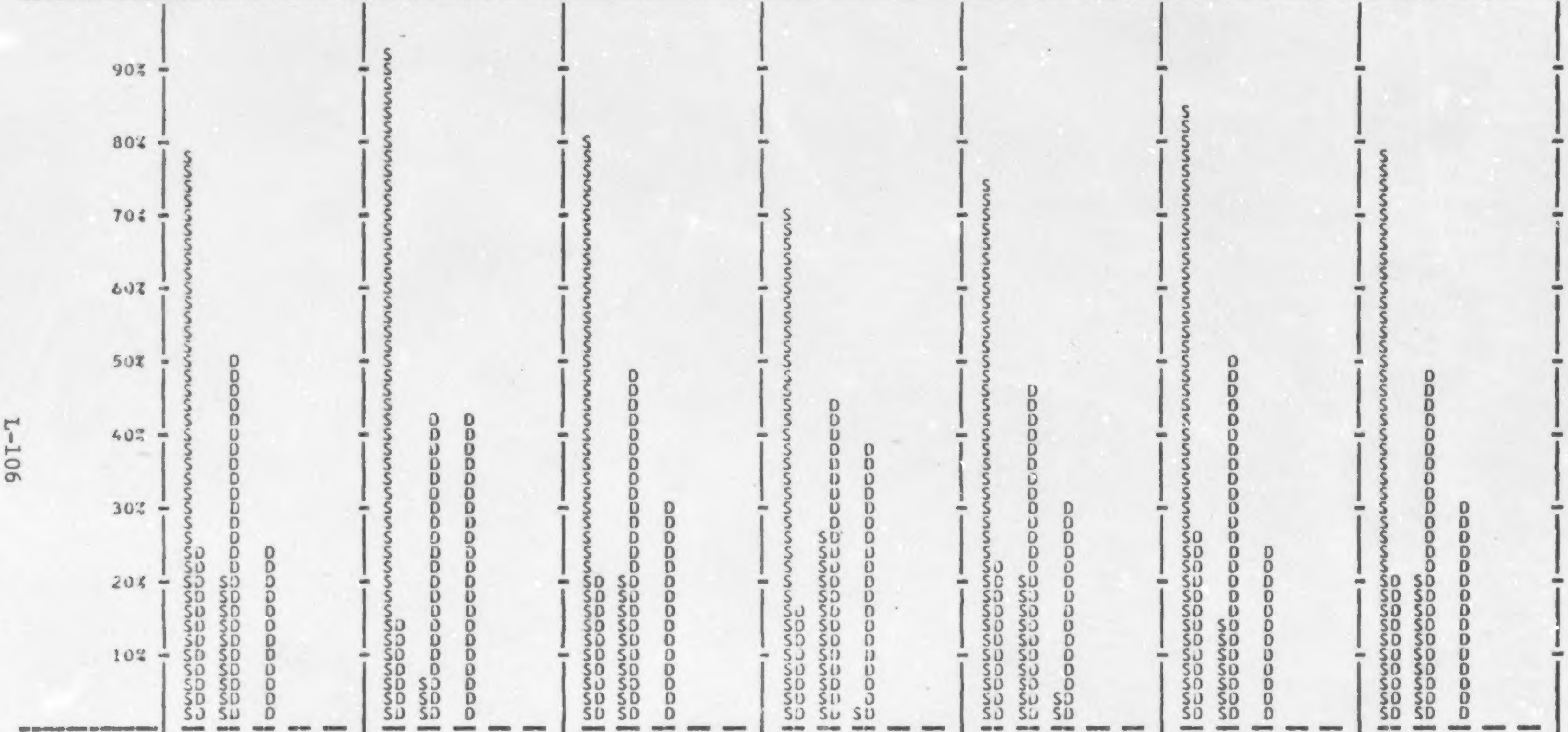
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR DOSS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL :	79	21	0	0	0	93	7	0	0	0	80	20	0	0	0	71	27	2	0	0	74	21	4	0	0	85	15	0	0	0	78	20	1	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 009

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT DOSS IN 1983-84
(NUMBER OF TEACHERS RATED = 009)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.8		64	17				
1. IS PUNCTUAL	4.8		7	2				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.9		8	1				
3. EXHIBITS POISE AND SELF-CONTROL	4.6		5	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	5.0		9					
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.7		6	3				
6. SHOWS ENTHUSIASM FOR WORK	4.8		7	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.9		8	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.7		6	3				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.9		8	1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.9		25	2				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.8		7	2				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	5.0		9					
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	5.0		9					
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.8		35	9				1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	5.0		9					
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.6		5	3				1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.8		7	2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.7		6	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.9		8	1				
IIB. INSTRUCTIONAL SKILLS	4.7		77	29	2			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.9		8	1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.7		6	3				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.6		5	4				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.8		7	2				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.7		6	3				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.7		7	1	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.8		7	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		3	6				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.6		6	2	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.7		6	3				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.9		8	1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.9		8	1				
IIC. CLASSROOM MANAGEMENT SKILLS	4.7		52	15	3			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.7		7	1	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.8		7	2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.7		7	1	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.8		7	2				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		6	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.8		7	2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.8		7	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		4	2	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.9		69	12				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	5.0		9					
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.9		8	1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.7		6	3				
4. TREATS STUDENTS IMPARTIALLY	4.8		7	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.9		8	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		6	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.9		8	1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.9		8	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.0		9					

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT DOSS IN 1983-84                                           MEAN
(NUMBER OF TEACHERS RATED = 009)                                         RATING
                                                                         ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          5.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         5.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        5.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           5.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            5.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 5.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          4.89
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             4.89
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.89
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              4.89
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          4.89
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   4.89
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      4.89
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           4.89
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              4.89
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.89
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.89
 III4. TREATS STUDENTS IMPARTIALLY                                      4.78
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     4.78
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        4.78
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 4.78
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            4.78
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           4.78
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             4.78
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.78
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        4.78
  IA6. SHOWS ENTHUSIASM FOR WORK                                        4.78
  IA1. IS PUNCTUAL                                                      4.78
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          4.67
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     4.67
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      4.67
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  4.67
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          4.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           4.67
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           4.67
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  4.67
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             4.67
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.67
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 4.67
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.67
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                4.63
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     4.56
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            4.56
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.56
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          4.43
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          4.33
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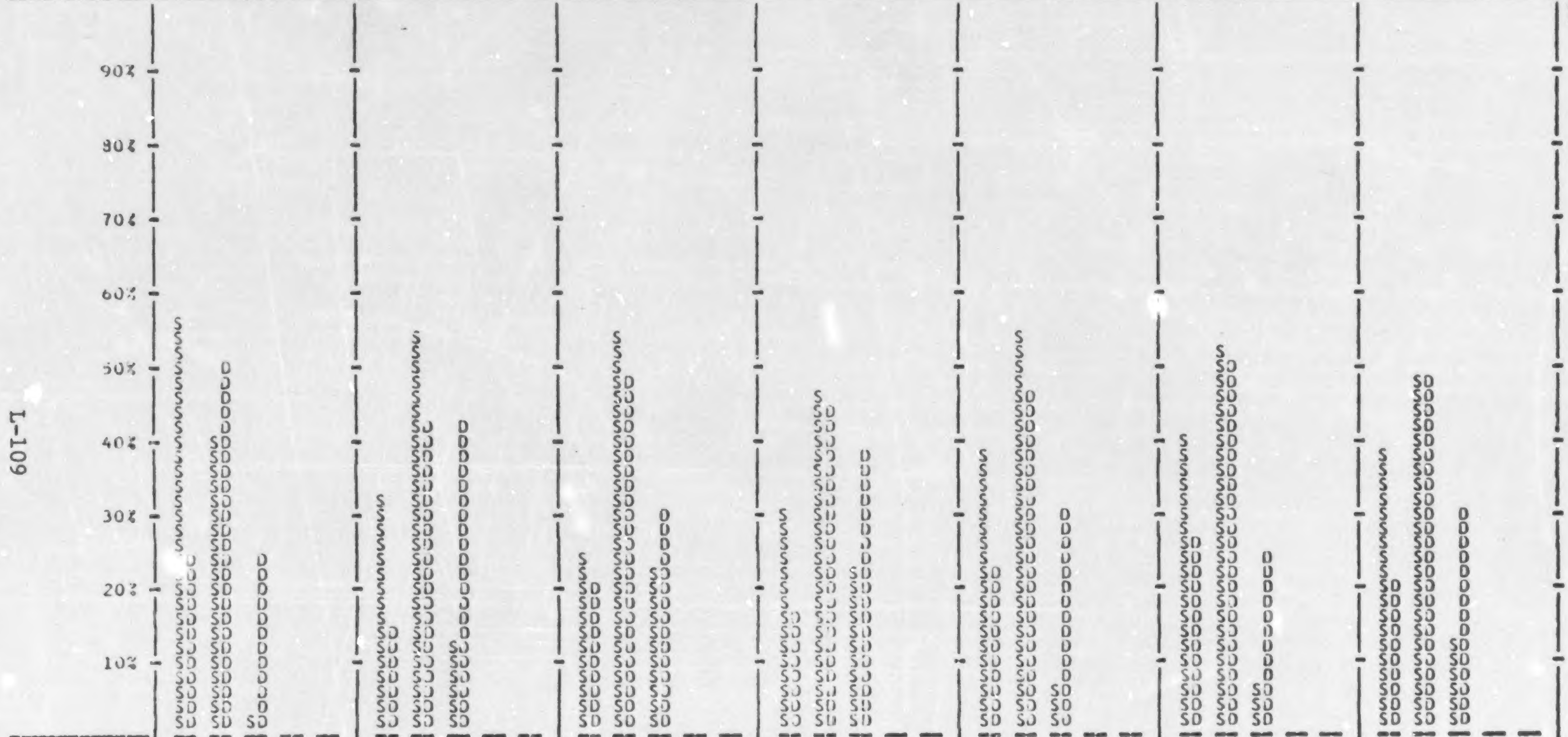
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR GOVALLE (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	56	40	3	0	0	33	54	13	0	0	25	54	22	0	0	31	47	22	0	0	39	55	6	0	0	40	53	7	0	0	39	49	12	0	C

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT GOVALLE IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.5		66	47	4			
1. IS PUNCTUAL	4.3		6	5	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		9	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.5		6	7				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		7	6				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.4		5	8				
6. SHOWS ENTHUSIASM FOR WORK	4.8		10	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		10	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.4		6	6	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		7	6				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		13	21	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.7		9	4				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		3	8	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	9	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		16	35	14			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	11	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		2	7	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		3	3	7			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		6	5	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		4	9				
IIB. INSTRUCTIONAL SKILLS	4.1		49	73	34			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.6		8	5				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.6		8	5				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.6		8	5				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		4	8	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.2		4	7	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		2	10	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.5		6	7				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.5		7	5	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	9	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		1	7	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			2	11			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			3	10			
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		41	57	6			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		5	8				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		2	10	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		5	7	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		3	8	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		9	4				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.4		6	6	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		7	6				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.2		4	8	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		47	62	8			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		10	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		6	6	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		3	9	1			
4. TREATS STUDENTS IMPARTIALLY	4.2		3	9	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		4	9				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		5	6	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		4	8	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		5	7	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		7	5	1			

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT GOVALLE IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

		MEAN RATING
IIII.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.77
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.77
IA6.	SHOWS ENTHUSIASM FOR WORK	4.77
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.69
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.69
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.62
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.62
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.62
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.62
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.54
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.54
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.54
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.46
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.46
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.46
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.46
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.38
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.38
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.38
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.38
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.38
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.31
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.31
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.31
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.31
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.31
IA1.	IS PUNCTUAL	4.31
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.23
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.23
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.23
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.23
III4.	TREATS STUDENTS IMPARTIALLY	4.15
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.15
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.15
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.08
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.08
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.08
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.08
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.85
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.85
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.85
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.69
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.69
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.23
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.15

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR GRAHAM

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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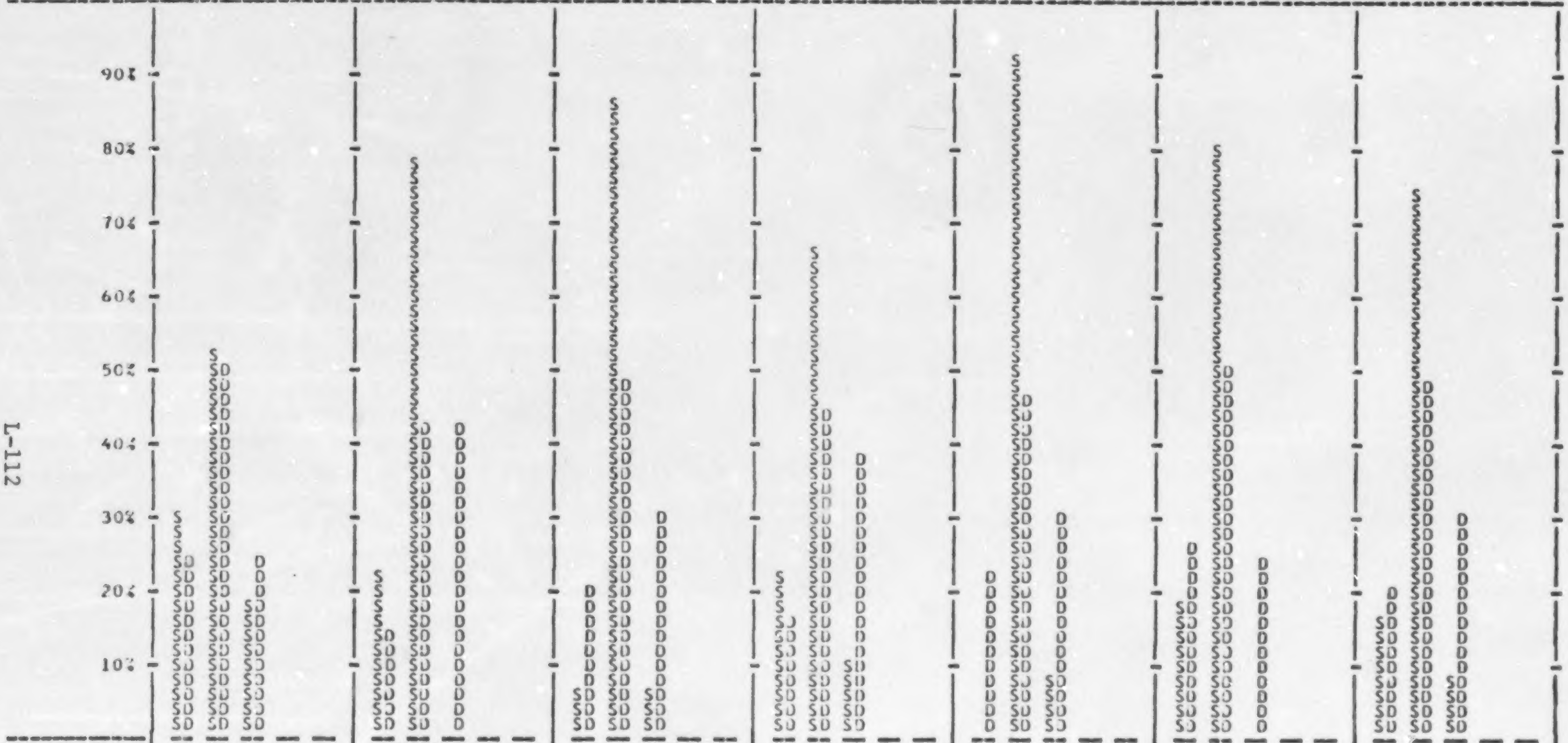


COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	30	52	19	0	0	22	78	0	0	0	7	87	7	0	0	22	67	11	0	0	0	92	8	0	0	19	81	0	0	0	17	74	9	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 003

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT GRAHAM IN 1983-84
(NUMBER OF TEACHERS RATED = 003)

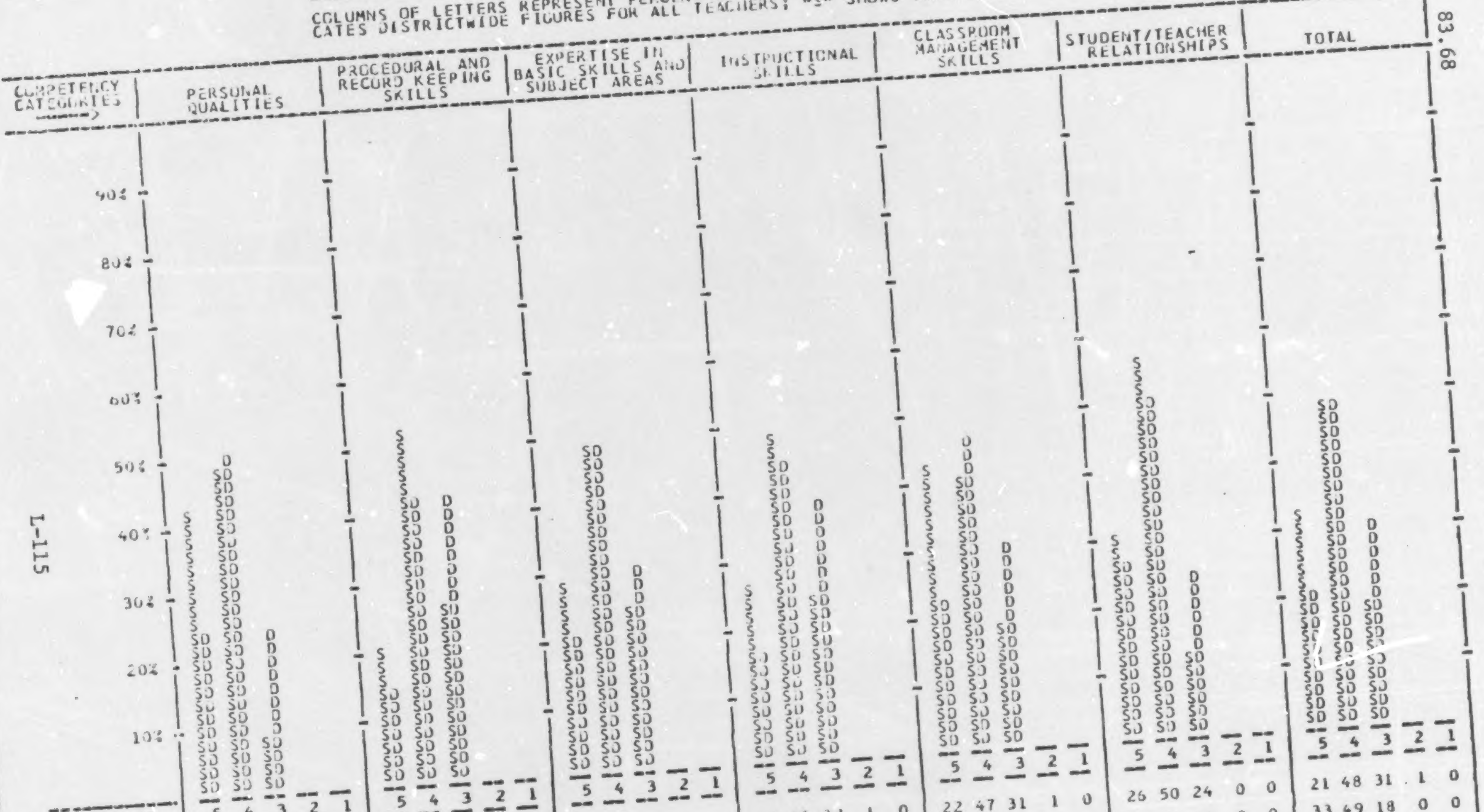
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		8	14	5			
1. IS PUNCTUAL	3.7		1		2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			2	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		1	2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		1	2				
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	1	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		2	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7			2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		1	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		2	7				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0			3				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		1	2				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		1	2				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		1	13	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			3				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.3		1	2				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7			2	1			
IIB. INSTRUCTIONAL SKILLS	4.1		8	24	4			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			3				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		1	2				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.7		2	1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			3				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.3		1	2				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			3				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		1	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.7		2	1				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.3		1	2				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0			3				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7			2	1			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9			22	2			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0			3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			3				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			3				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			3				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			3				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		5	22				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		1	2				
4. TREATS STUDENTS IMPARTIALLY	4.0			3				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.7		2	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		2	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0			3				

CUMPETENCIES BY RANK CRDER
FOR TEACHERS AT GRAHAM IN 1983-84
(NUMBER OF TEACHERS RATED = 003)

		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.67
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.67
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.67
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.67
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.67
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.33
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.33
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.33
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.33
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.33
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.33
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.33
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.33
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.33
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.33
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.33
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.33
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.67
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.67
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.67
IA1.	IS PUNCTUAL	3.67
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.33
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR GULLETT

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	42	49	9	0	0	20	53	27	0	0	28	48	24	0	0	27	48	25	0	0	43	40	18	0	0	31	56	13	0	0	33	49	18	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT GULLETT IN 1983-84
(NUMBER OF TEACHERS RATED = 005)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		19	22	4			
1. IS PUNCTUAL	4.4		2	3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			4	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.4		2	3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.6		3	2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.6		3	2				
6. SHOWS ENTHUSIASM FOR WORK	4.4		3	1	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		2	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1	3	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		3	1	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		3	8	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	3	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	2	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	3	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		7	12	6			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	3	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6			3	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		3	1	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.4		2	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	2	2			
IIB. INSTRUCTIONAL SKILLS	4.0		16	29	15			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		2	1	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		2	2	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	3	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		1	4				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		1	2	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.4		2	3				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		1	4				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		3	1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	2	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			3	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8		1	2	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		1	2	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.3		17	16	7			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		3	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		2	3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		3	1	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		1	3	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		2	2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		2	2	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		3	1	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	2	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		14	25	6			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		3	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		1	4				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		3	2				
4. TREATS STUDENTS IMPARTIALLY	4.0		1	3	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	3	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6			3	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		1	4				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.3		1	2	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		3	2				

CUMPETENCIES BY RANK CRDER
FOR TEACHERS AT GULLETT IN 1983-84
(NUMBER OF TEACHERS RATED = 005)

		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.60
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.60
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.60
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.60
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.60
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.60
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.40
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.40
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.40
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.40
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.40
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.40
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.40
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.40
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.40
IA6.	SHOWS ENTHUSIASM FOR WORK	4.40
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.40
IA1.	IS PUNCTUAL	4.40
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.20
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.20
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.20
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUE	4.20
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INT[illegible]ST OF STU	4.20
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.20
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.20
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.80
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.80
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.80
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.80
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.80
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.80
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.80
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.80
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.80
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.60
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.60
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.60

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HARRIS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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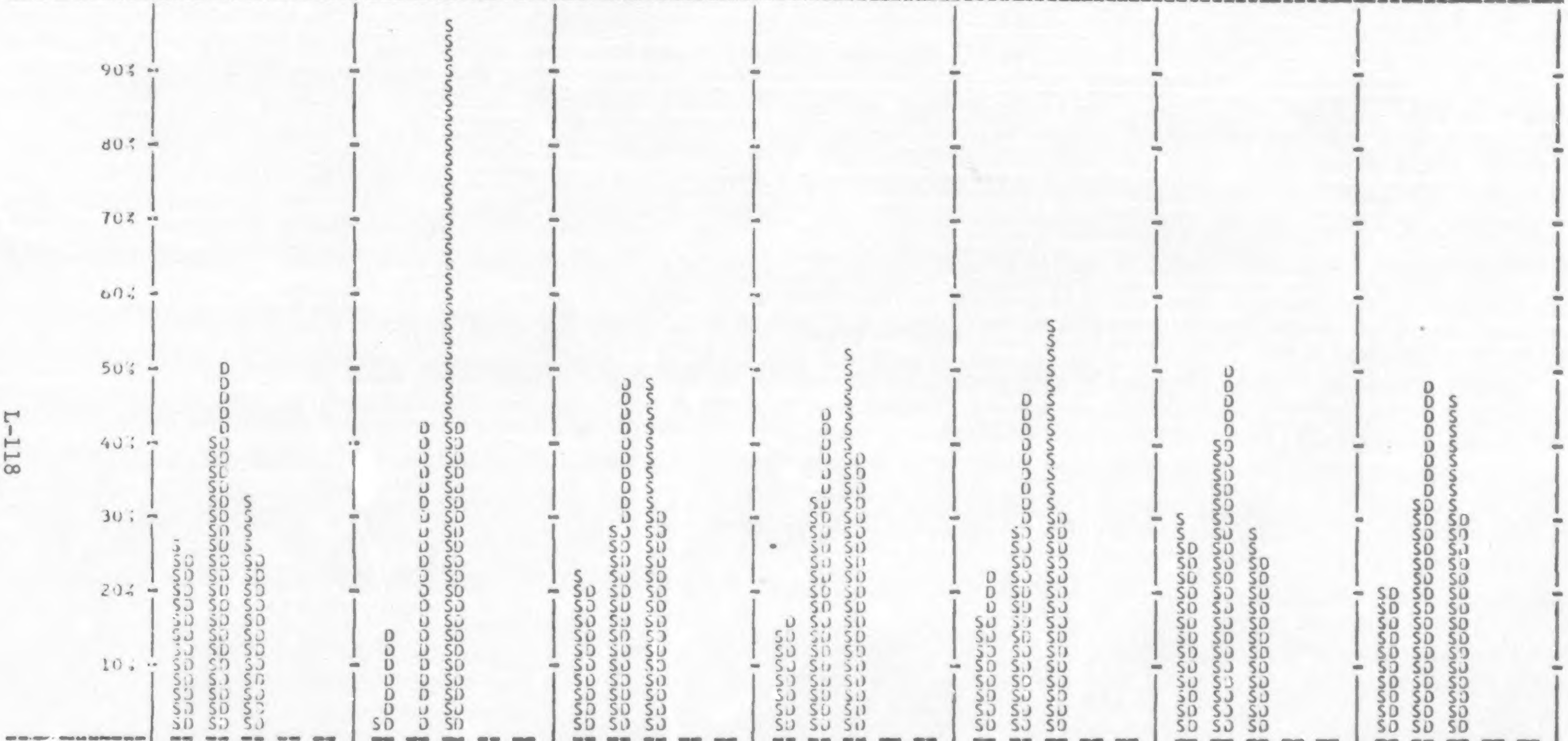

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	27	40	33	0	0	3	0	97	0	0	23	28	49	0	0	15	33	53	0	0	16	28	56	0	0	31	40	29	0	0	21	32	47	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HARRIS IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		24	36	30			
1. IS PUNCTUAL	3.6		3		7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		3	2	5			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		3	5	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		4	4	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	4	5			
6. SHOWS ENTHUSIASM FOR WORK	3.7			7	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		5	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		1	6	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		4	4	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1		1		29			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2		1		9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				10			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		11	13	23			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		3		7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	2	4			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		4	2	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		2	5	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	4	5			
IIB. INSTRUCTIONAL SKILLS	3.6		18	39	63			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		4	2	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		2	4	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		2	4	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	6	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		1	4	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		4	3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		4	3	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			6	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			4	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			1	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				10			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			2	8			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		13	22	44			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		5	2	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			5	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			4	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			2	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		4	1	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3		1	1	7			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		1	5	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		2	2	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		28	36	26			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		6	1	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		3	4	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	6	3			
4. TREATS STUDENTS IMPARTIALLY	4.4		4	6				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		3	5	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		2	4	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		3	4	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		5	2	3			
9. [illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

83.68

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HARRIS IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

		MEAN RATING
III4.	TREATS STUDENTS IMPARTIALLY	4.40
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.40
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.30
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.20
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.20
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.10
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.10
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.10
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.10
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.90
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.90
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.80
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.80
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.80
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.80
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.80
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.80
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.80
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.70
IA6.	SHOWS ENTHUSIASM FOR WORK	3.70
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.60
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.60
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.60
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.60
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.60
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.60
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.60
IA1.	IS PUNCTUAL	3.60
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.57
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.50
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.40
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.40
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.33
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.20
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.20
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.20
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.10
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HIGHLAND PARK

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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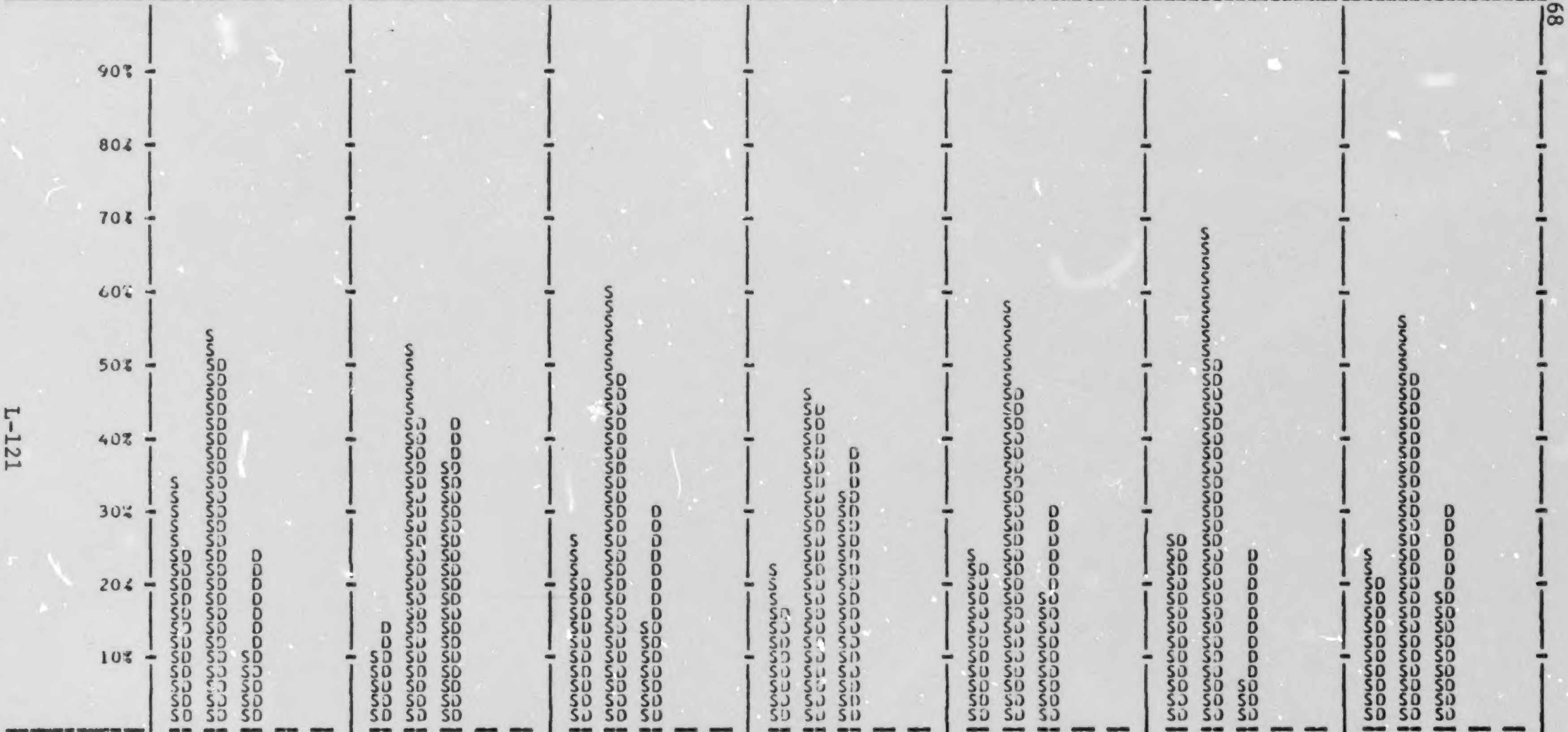

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	34	54	11	0	0	10	53	37	0	0	26	60	14	0	0	22	47	32	0	0	24	58	19	0	0	26	68	7	0	0	25	56	19	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HIGHLAND PARK IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		31	49	10			
1. IS PUNCTUAL	4.0		1	8	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	7	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		3	6	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		5	3	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		4	5	1			
6. SHOWS ENTHUSIASM FOR WORK	4.2		3	6	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		4	5	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		4	5	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		5	4	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		3	16	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	5	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	6	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		1	5	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		13	30	7			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		3	7				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.1		3	5	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		2	6	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		2	7	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		3	5	2			
IIB. INSTRUCTIONAL SKILLS	3.9		26	56	38			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		2	5	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		3	4	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		3	4	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		2	5	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		2	5	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		2	5	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		5	3	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		3	3	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	6	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			5	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			5	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.2		3	6	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		19	46	15			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		1	6	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		2	6	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		5	5				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		3	5	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		1	7	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		2	5	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		3	7				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		2	5	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		23	61	6			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	8	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		2	7	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		2	7	1			
4. TREATS STUDENTS IMPARTIALLY	4.4		4	6				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		4	6				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9			9	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		4	6				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		2	7	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		4	5	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HIGHLAND PARK IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

		MEAN RATING
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.40
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.40
III4.	TREATS STUDENTS IMPARTIALLY	4.40
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.40
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.30
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.30
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.30
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.30
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.30
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.30
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.30
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.30
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.20
IA6.	SHOWS ENTHUSIASM FOR WORK	4.20
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.20
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.10
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.10
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.10
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.10
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.10
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.10
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.10
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.10
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA1.	IS PUNCTUAL	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.90
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.90
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.90
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.90
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.90
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.90
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.90
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.90
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.80
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.80
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.80
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.70
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.70
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.50

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HILL

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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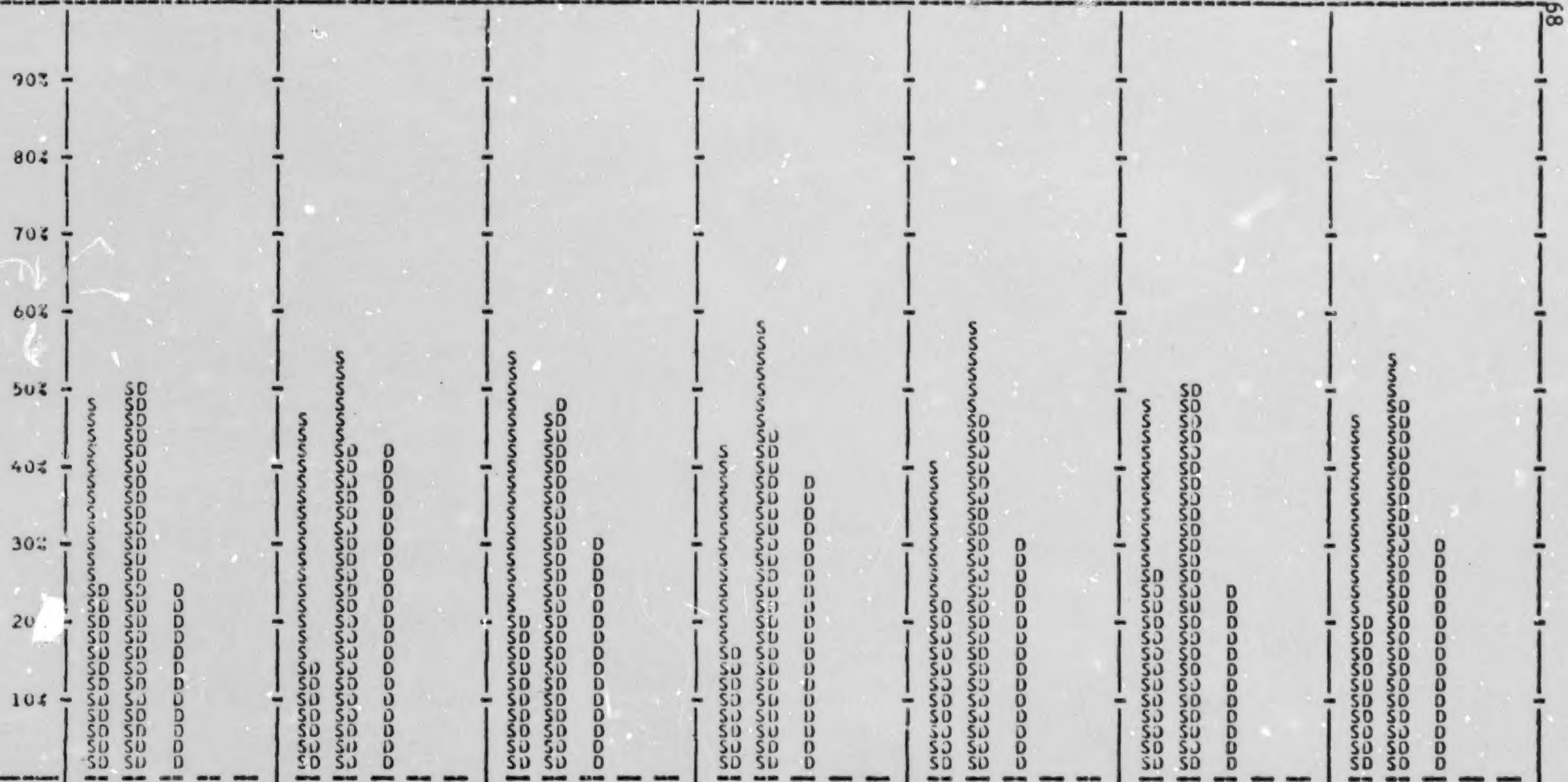


COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	49	51	0	0	0	46	54	0	0	0	54	46	0	0	0	42	58	0	0	0	41	59	0	0	0	49	51	0	0	0	46	54	0	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HILL IN 1983-84
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.5		35	37				
1. IS PUNCTUAL	4.4		3	5				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		4	4				
3. EXHIBITS POISE AND SELF-CONTROL	4.5		4	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		6	2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.4		3	5				
6. SHOWS ENTHUSIASM FOR WORK	4.6		5	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		4	4				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.4		3	5				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		3	5				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.5		11	13				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.4		3	5				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.5		4	4				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.5		4	4				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.5		21	18				1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		3	5				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.6		4	3				1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		3	5				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.9		7	1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.5		4	4				
IIB. INSTRUCTIONAL SKILLS	4.4		40	56				
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.4		3	5				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.4		3	5				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.6		5	3				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.4		3	5				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.4		3	5				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.4		3	5				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.4		3	5				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.6		5	3				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.4		3	5				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.4		3	5				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.4		3	5				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.4		3	5				
IIC. CLASSROOM MANAGEMENT SKILLS	4.4		26	38				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		3	5				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		4	4				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		4	4				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.4		3	5				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		3	5				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.4		3	5				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		3	5				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		3	5				
III. STUDENT/TEACHER RELATIONSHIPS	4.5		35	37				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		4	4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		4	4				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		3	5				
4. TREATS STUDENTS IMPARTIALLY	4.4		3	5				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.8		6	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.6		5	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		3	5				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		3	5				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		4	4				

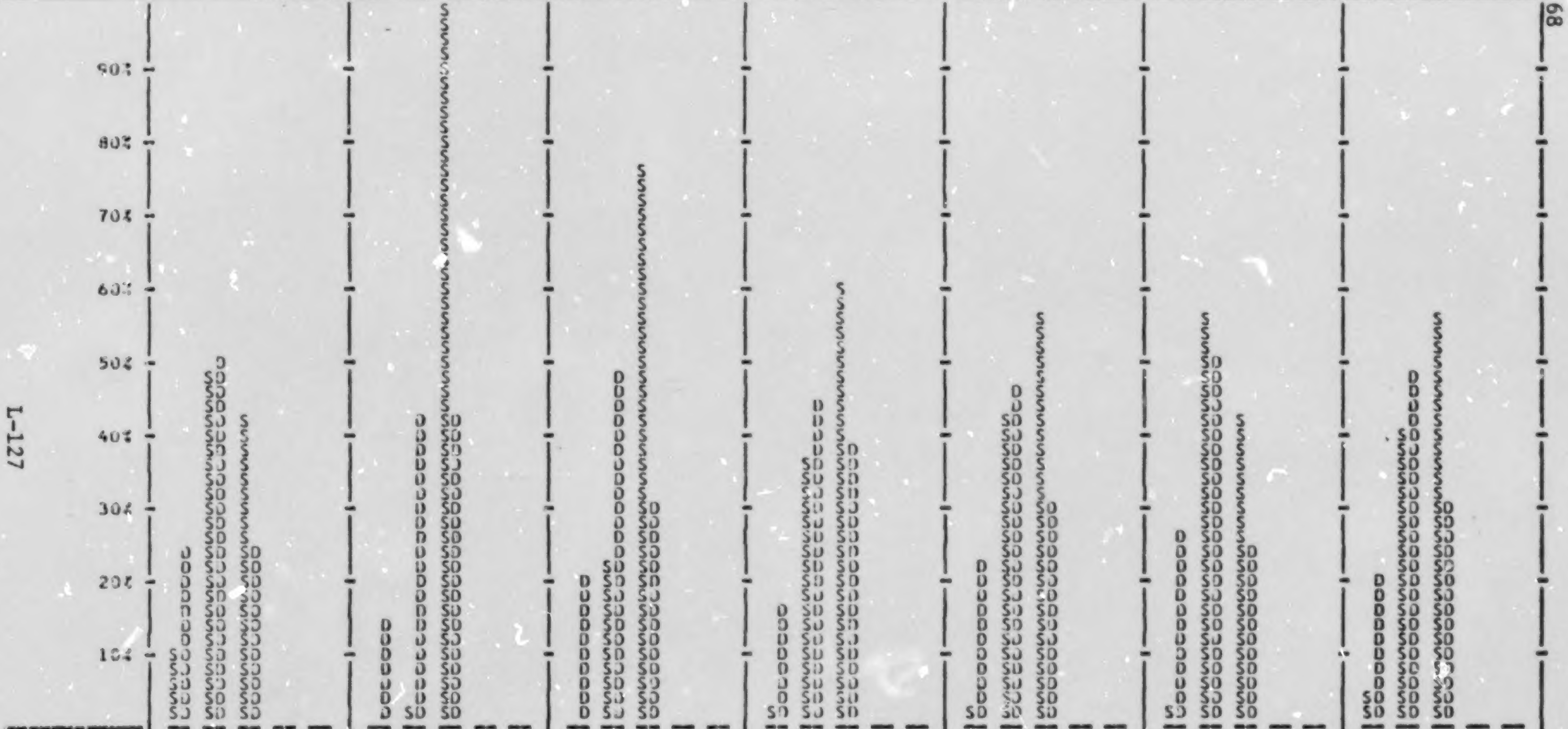
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HILL IN 1983-84
(NUMBER OF TEACHERS RATED = 008)

		MEAN RATING
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.88
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.75
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.75
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.63
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.63
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.63
IA6.	SHOWS ENTHUSIASM FOR WORK	4.63
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.57
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.50
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.50
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.50
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.50
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.50
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.50
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.38
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.38
III4.	TREATS STUDENTS IMPARTIALLY	4.38
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.38
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.38
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.38
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.38
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.38
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.38
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.38
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.38
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.38
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.38
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.38
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.38
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.38
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.38
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.38
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.38
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.38
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.38
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.38
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.38
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.38
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.38
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.38
IA1.	IS PUNCTUAL	4.38

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HOUSTON (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

8368



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	10	49	42	0	0	0	2	98	0	0	1	22	77	0	0	3	37	60	0	0	2	42	56	0	0	2	56	42	0	0	4	40	56	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 027

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HOUSTON IN 1983-84
(NUMBER OF TEACHERS RATED = 027)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		24	118	101			
1. IS PUNCTUAL	3.1		1	1	25			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4		1	10	16			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	20	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	20	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.0			1	26			
6. SHOWS ENTHUSIASM FOR WORK	4.1		9	13	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		6	18	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6			15	12			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		5	20	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0			2	79			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				27			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0			1	26			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0			1	26			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.2		1	29	101			4
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.0			1	26			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0			1	22			4
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.4			12	15			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6		1	15	11			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				27			
IIB. INSTRUCTIONAL SKILLS	3.4	42	7	103	167			4
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			14	12			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			14	13			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	15	10			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.1			3	24			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.1			3	24			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			20	7			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			12	15			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		2	10	15			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3		1	6	16			4
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	20	1	2	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	20	1	2	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1	2		2	23			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5	14	4	83	111			4
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7			20	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5		2	10	15			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3			9	18			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			3	24			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	16	10			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			14	13			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			9	18			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	14	1	2	6			4
III. STUDENT/TEACHER RELATIONSHIPS	3.6		6	135	102			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9			24	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			17	10			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6			15	12			
4. TREATS STUDENTS IMPARTIALLY	3.5			14	13			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		2	22	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		3	20	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.4		1	10	16			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.3			8	19			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.2			5	22			

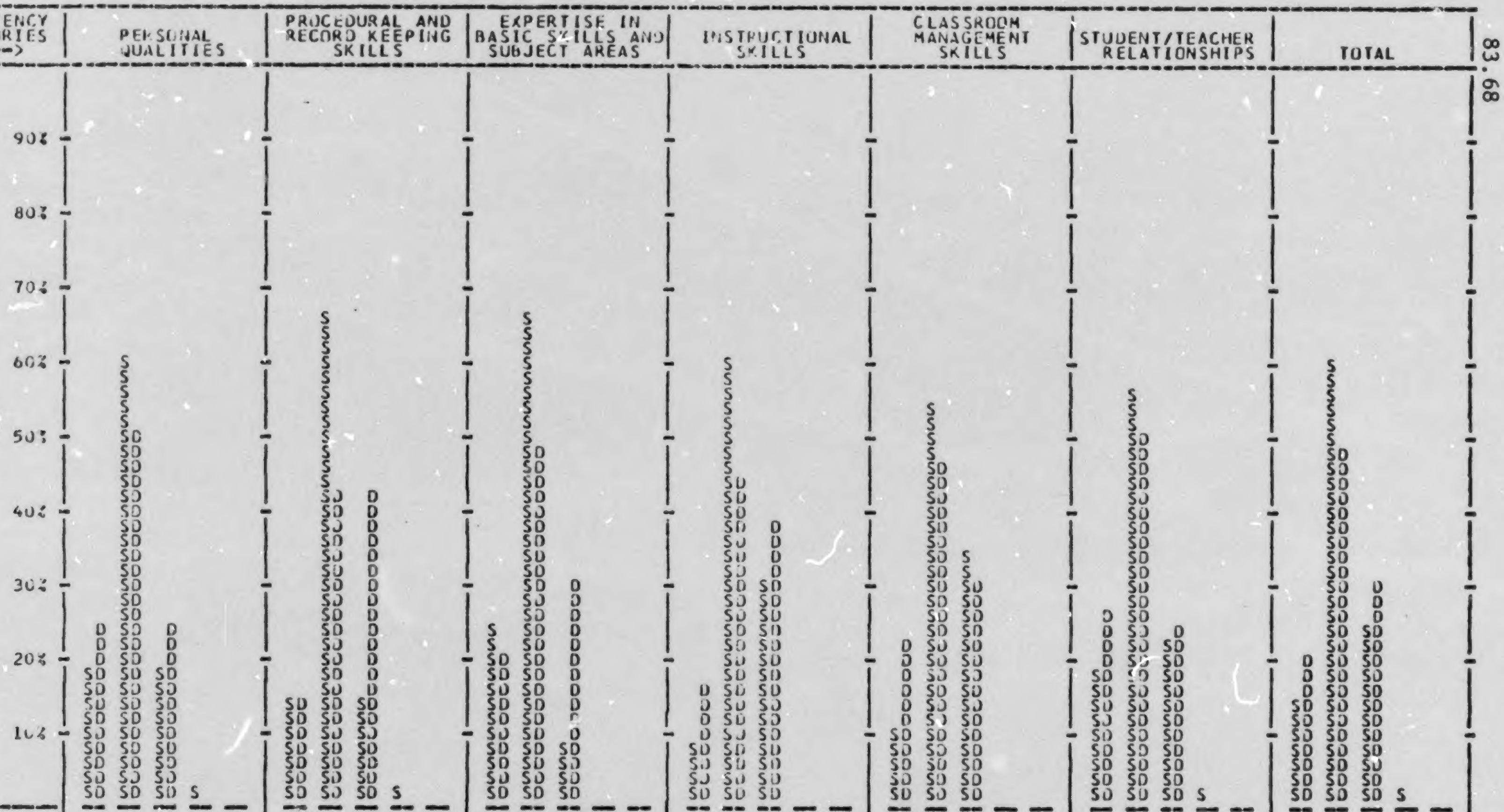
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HOUSTON IN 1983-84
(NUMBER OF TEACHERS RATED = 027)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.15
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.11
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.11
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.96
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.96
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.89
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.81
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.81
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.74
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.74
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.70
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.67
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.63
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.63
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.57
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.57
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.56
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.56
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.54
III4.	TREATS STUDENTS IMPARTIALLY	3.52
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.52
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.52
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.52
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.52
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.44
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.44
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.44
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.44
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.44
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.35
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.33
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.33
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.30
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.19
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.11
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.11
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.11
IA1.	IS PUNCTUAL	3.11
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.08
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.04
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.04
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.04
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.04
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.04
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR JOSLIN (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	19	61	18	3	0	15	67	15	3	0	25	67	8	0	0	8	60	31	1	0	11	55	34	1	0	18	56	22	3	0	15	60	24	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT JOSLIN IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		22	71	21	3		
1. IS PUNCTUAL	3.8		2	7	3	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		3	10				
3. EXHIBITS POISE AND SELF-CONTROL	3.9			12	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		3	8	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		1	9	3			
6. SHOWS ENTHUSIASM FOR WORK	3.8		2	6	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		3	9	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		2	6	4	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		6	4	2	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		6	26	6	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.1		5	5	2	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		1	11	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8			10	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		16	43	5			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		1	12				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9			12	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		1	10	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		5	7	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.7		9	2	1			1
IIB. INSTRUCTIONAL SKILLS	3.8		13	93	47	1		2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	10	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		1	7	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	6	4	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		2	9	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1	3	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		1	9	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			9	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		2	6	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			4	9			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			11	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		1	11	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1		2	8	1			2
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		11	57	35	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		1	8	3	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		2	9	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		3	7	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7			9	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	9	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			5	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		3	8	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			2	11			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		21	66	26	4		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		2	9	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		2	7	3	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			8	4	1		
4. TREATS STUDENTS IMPARTIALLY	3.8		1	10	1	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		1	7	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		2	6	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		4	6	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		6	5	1	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	8	2			

2

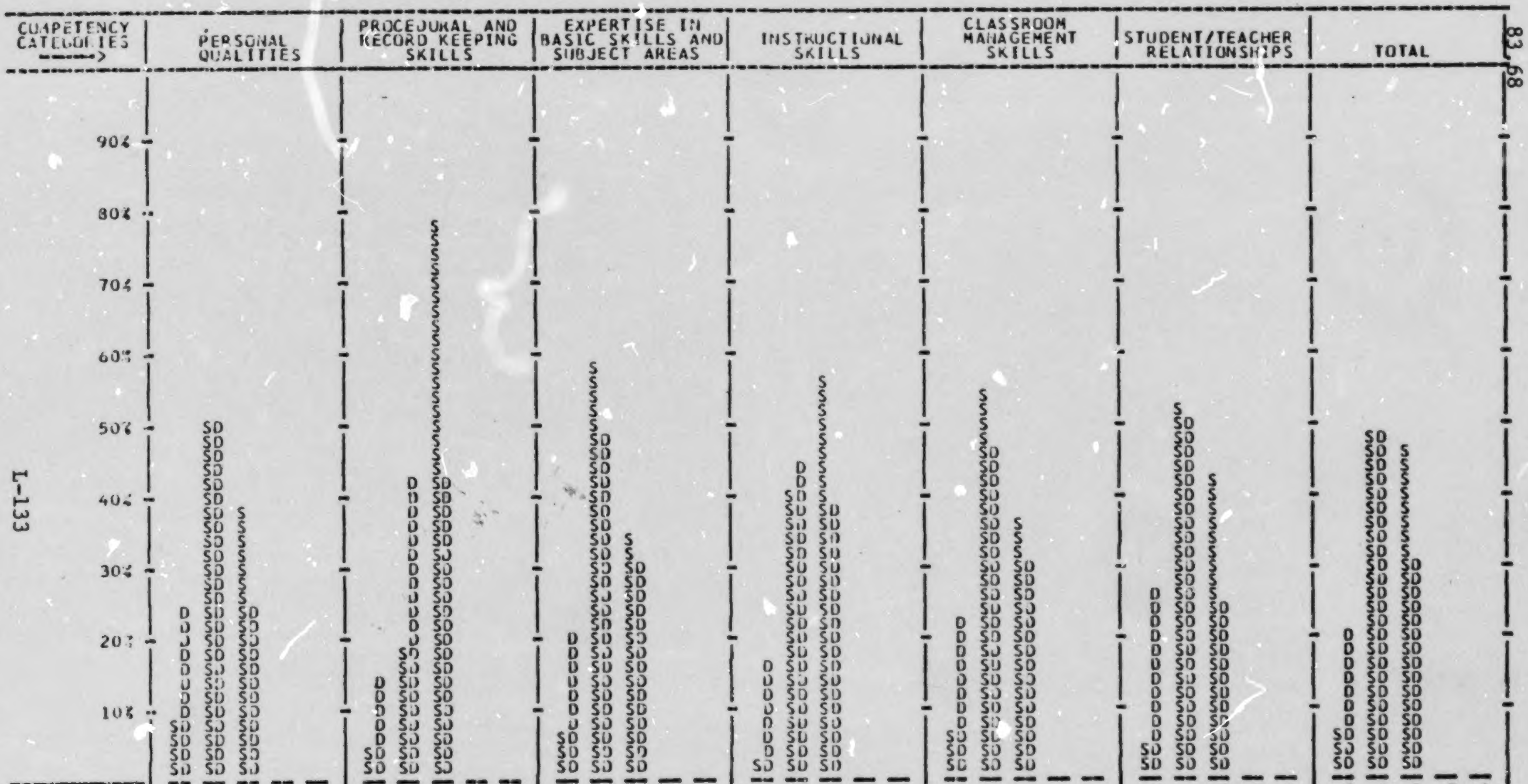
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT JOSLIN IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

		MEAN RATING
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.67
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.31
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.23
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.23
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.15
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.15
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.09
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.08
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.08
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.08
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.08
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.08
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.08
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.92
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.92
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.92
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.92
III4.	TREATS STUDENTS IMPARTIALLY	3.85
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.85
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.85
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.85
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.77
III12.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.77
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.77
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.77
IA6.	SHOWS ENTHUSIASM FOR WORK	3.77
IA1.	IS PUNCTUAL	3.77
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.69
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.69
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.69
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.69
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.69
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.69
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.69
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.54
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.38
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.38
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.31
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.15

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR LANGFORD (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

L-133



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0
SCHOOL:	9	51	39	1	0	4	18	79	0	0	7	58	35	0	0

PERCENT OF RESPONSES:	INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	3	40	56	1	0	7	55	37	1	0	5	53	42	0	0	6	48	46	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 028

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LANGFORD IN 1983-84
(NUMBER OF TEACHERS RATED = 028)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		22	128	98	2	1	
1. IS PUNCTUAL	3.4			12	16			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6			16	12			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	17	9			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		3	14	10	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	17	9		1	
6. SHOWS ENTHUSIASM FOR WORK	3.5		2	11	15			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		5	13	10			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		5	11	11			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		4	17	6	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		3	15	66			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			5	23			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3		1	5	22			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3		2	5	21			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		10	79	48			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	20	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		1	15	9			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		7	13	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	21	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			10	18			
IIB. INSTRUCTIONAL SKILLS	3.5		9	134	188	2		3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	13	14			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4			12	16			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	16	10			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		2	10	16			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3		1	7	18	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			13	15			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		2	17	9			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			15	13			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2		1	4	23			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			12	16			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			6	21			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			9	17			2
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		16	123	83	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		3	19	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		1	15	11	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		1	14	12	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			8	20			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		2	20	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	17	9			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	20	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		6	10	12			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		12	134	106			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		2	21	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			10	19			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.4			12	16			
4. TREATS STUDENTS IMPARTIALLY	3.4			12	16			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	19	8			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		5	14	9			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		4	11	13			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5			15	13			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			20	8			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LANGFORD IN 1983-84
(NUMBER OF TEACHERS RATED = 028)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.96
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.89
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.89
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.86
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.86
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.86
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.82
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.82
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.79
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.79
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.79
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.78
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.75
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.75
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.75
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.75
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.71
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.71
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.68
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.68
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.68
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.61
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.57
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.57
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.54
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.54
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.54
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.54
IA6.	SHOWS ENTHUSIASM FOR WORK	3.54
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.46
III4.	TREATS STUDENTS IMPARTIALLY	3.43
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.43
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.43
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.43
IA1.	IS PUNCTUAL	3.43
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.36
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.36
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.35
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.32
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.29
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.25
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.25
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.22
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.21
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.18

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR LEE

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

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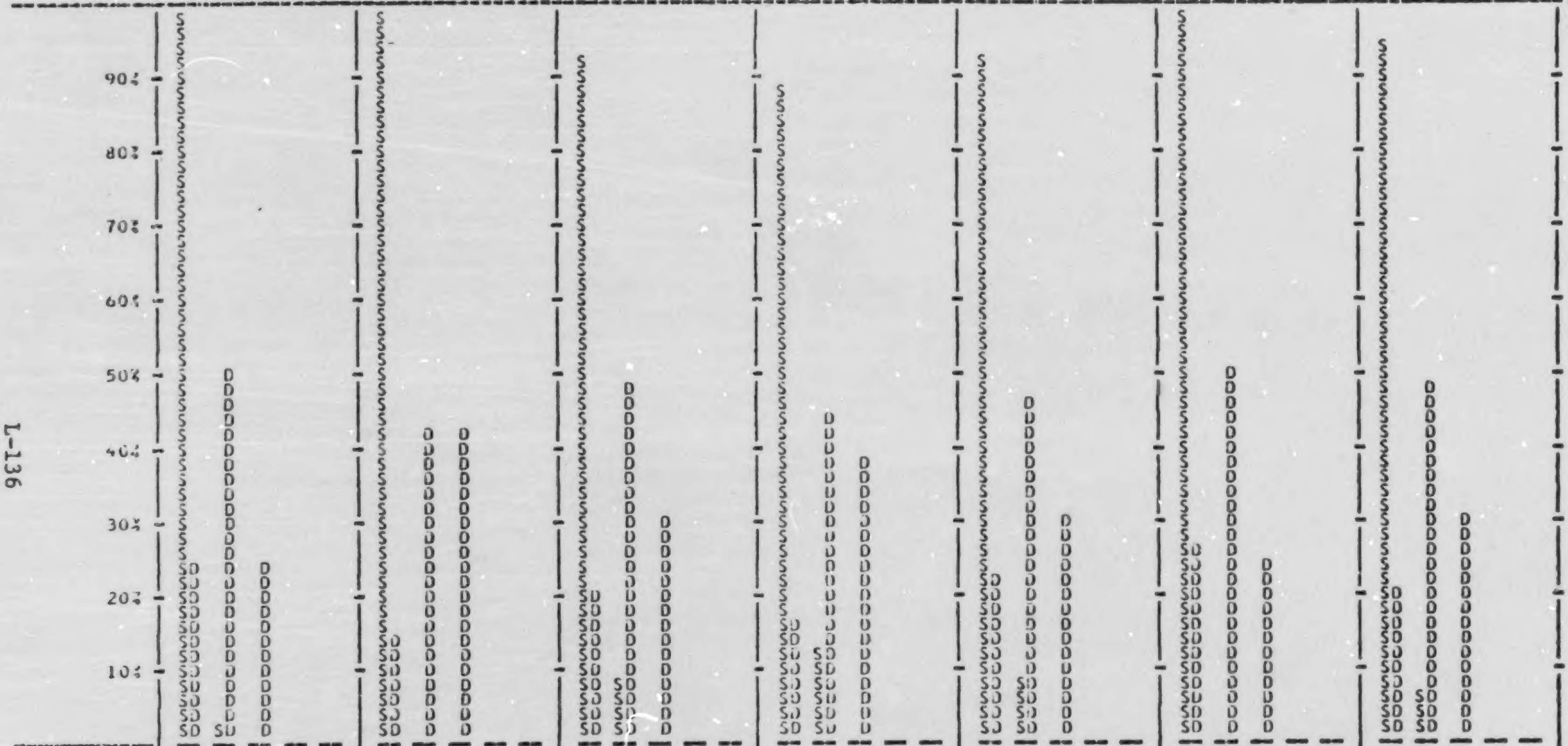
COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	98	2	0	0	0	100	0	0	0	0	92	8	0	0	0	88	12	0	0	0	93	8	0	0	0	100	0	0	0	0	94	6	0	0	0



NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LEE IN 1983-84
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	5.0		44	1				
1. IS PUNCTUAL	5.0		5					
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	5.0		5					
3. EXHIBITS POISE AND SELF-CONTROL	4.8		4	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	5.0		5					
5. USES COMMON SENSE/BEHAVES REALISTICALLY	5.0		5					
6. SHOWS ENTHUSIASM FOR WORK	5.0		5					
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		5					
8. DEMONSTRATES PROFESSIONAL GROWTH	5.0		5					
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	5.0		5					
IB. PROCEDURAL AND RECORDKEEPING SKILLS	5.0		15					
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	5.0		5					
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	5.0		5					
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	5.0		5					
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.9		23	2				
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.8		4	1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	5.0		5					
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.8		4	1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	5.0		5					
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	5.0		5					
IIB. INSTRUCTIONAL SKILLS	4.9		53	7				
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.8		4	1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.8		4	1				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	5.0		5					
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	5.0		5					
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	5.0		5					
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	5.0		5					
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.8		4	1				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	5.0		5					
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.8		4	1				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.8		4	1				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.8		4	1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.8		4	1				
IIC. CLASSROOM MANAGEMENT SKILLS	4.9		37	3				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	5.0		5					
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.8		4	1				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.8		4	1				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.8		4	1				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	5.0		5					
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	5.0		5					
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	5.0		5					
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	5.0		5					
III. STUDENT/TEACHER RELATIONSHIPS	5.0		45					
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	5.0		5					
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	5.0		5					
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	5.0		5					
4. TREATS STUDENTS IMPARTIALLY	5.0		5					
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	5.0		5					
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	5.0		5					
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	5.0		5					
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	5.0		5					
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.0		5					

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LEE IN 1983-84                                              MEAN
(NUMBER OF TEACHERS RATED = 005)                                           RATING
                                                                           ------
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING              5.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP              5.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS                 5.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST              5.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS                5.00
 III4. TREATS STUDENTS IMPARTIALLY                                          5.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                         5.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                  5.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                             5.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK              5.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                         5.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                            5.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                          5.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG              5.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING              5.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM               5.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                      5.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT                 5.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES                5.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM               5.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION               5.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                    5.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                               5.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE                5.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                            5.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                  5.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                     5.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                                5.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                            5.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                              5.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                     5.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                   5.00
  IA1. IS PUNCTUAL                                                          5.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                     4.80
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                      4.80
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS                4.80
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS              4.80
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                       4.80
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG               4.80
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                         4.80
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU               4.80
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES                 4.80
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                          4.80
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT                 4.80
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                            4.80
  IA3. EXHIBITS POISE AND SELF-CONTROL                                      4.80
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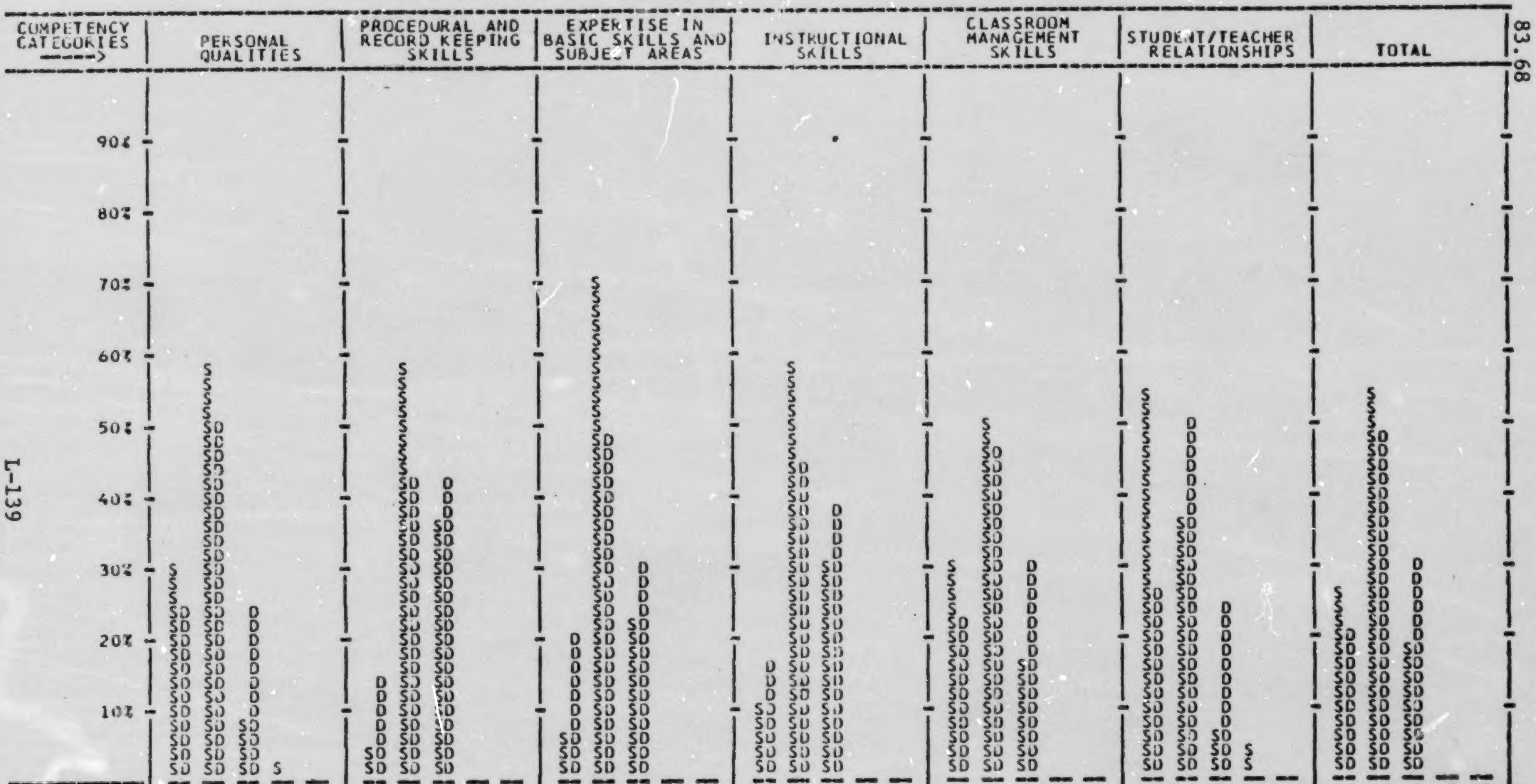
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR LINDER

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	31	58	9	2	0	4	59	37	0	0	7	71	22	0	0	10	59	31	0	0	31	51	17	1	0	54	36	6	4	0	26	54	19	1	0

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NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 009

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LINDER IN 1983-84
(NUMBER OF TEACHERS RATED = 009)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		25	47	7	2		
1. IS PUNCTUAL	4.3		3	6				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	6	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		2	6		1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		2	6	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		1	7		1		
6. SHOWS ENTHUSIASM FOR WORK	4.8		8		1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		6	2	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8			7	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	7	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		1	16	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	7	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			4	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6			5	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		3	32	10			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			9				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			9				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		1	5	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	5	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			4	5			
IIB. INSTRUCTIONAL SKILLS	3.8		11	64	33			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	5	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	7	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8			7	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			7	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		2	5	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		1	8				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	5	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7			6	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		2	4	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	3	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		1	2	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6			5	4			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		22	37	12	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		3	4	1	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		3	5	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		5	3	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			5	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		5	3	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		3	5	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		2	6	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		1	6	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		44	29	5	3		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.6		7	1		1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.6		7	1		1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		5	3		1		
4. TREATS STUDENTS IMPARTIALLY	4.3		4	4	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	7	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		7	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		4	4	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		7	1	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		2	7				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LINDER IN 1983-84                                          MEAN
(NUMBER OF TEACHERS RATED = 009)                                          RATING
                                                                          ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                           4.78
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP             4.67
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST             4.67
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                 4.56
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                            4.56
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                               4.56
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                         4.44
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                     4.44
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS                4.33
 III4. TREATS STUDENTS IMPARTIALLY                                         4.33
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                        4.33
  IA1. IS PUNCTUAL                                                         4.33
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING             4.22
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                           4.22
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS               4.22
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                        4.11
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM              4.11
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                    4.11
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                  4.11
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS               4.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG             4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU              4.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                     4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES                4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION              4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                   4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                           4.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                           4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                 4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                                     4.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK             3.89
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                        3.89
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                             3.89
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT                3.78
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES               3.78
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                         3.78
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT                3.78
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                    3.78
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING             3.67
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                    3.56
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS             3.56
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG              3.56
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                              3.56
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                      3.44
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM              3.44
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE               3.44
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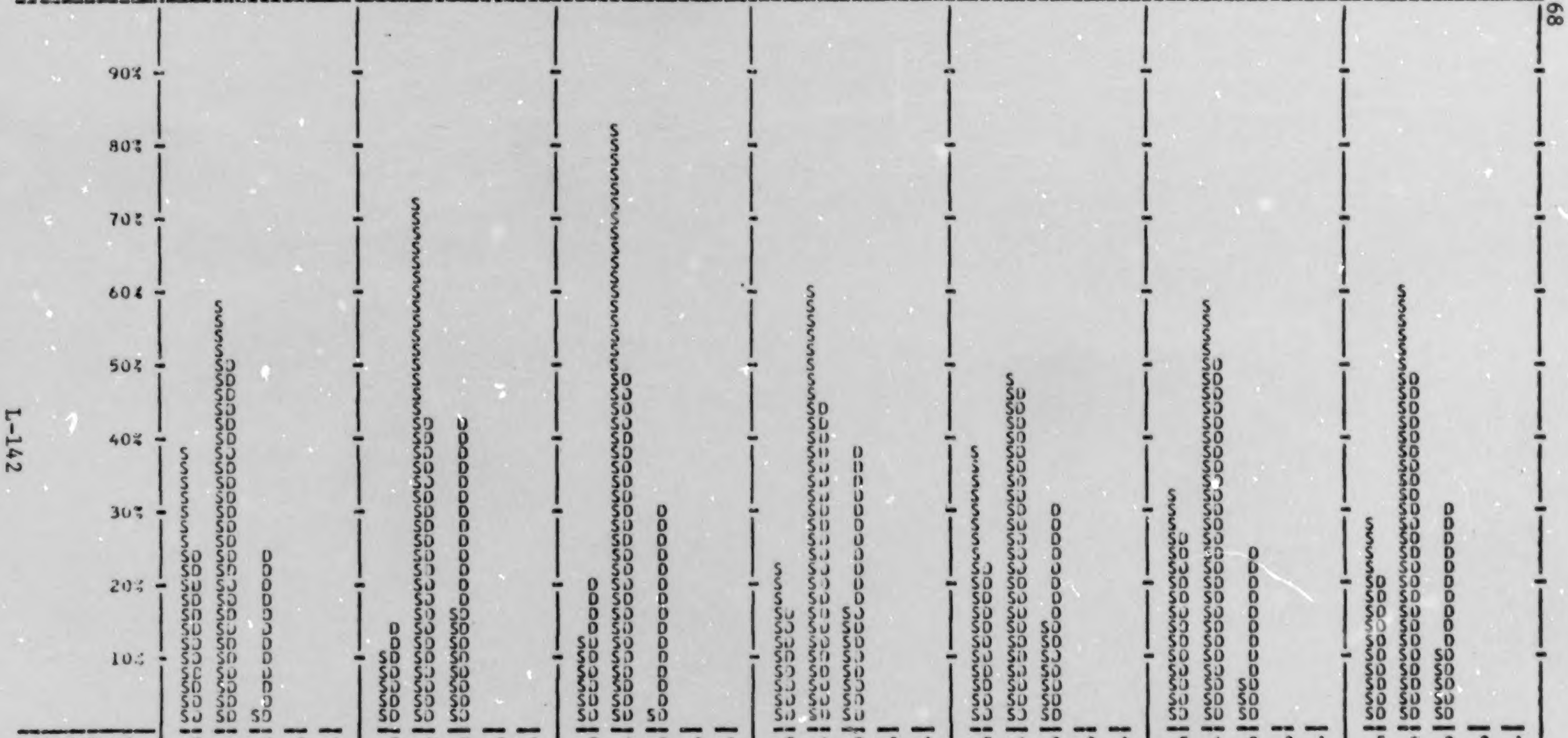
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MAPLEWOOD (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	39	59	2	0	0	11	72	17	0	0	13	83	3	0	0	22	61	17	0	0	38	48	15	0	0	33	59	7	0	0	29	61	10	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 006

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MAPLEWOOD IN 1983-84
(NUMBER OF TEACHERS RATED = 006)

83.68

L-143

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		21	32	1			
1. IS PUNCTUAL	4.5		3	3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		1	5				
3. EXHIBITS POISE AND SELF-CONTROL	4.2		1	5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		3	3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			5	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		3	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		5	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		1	5				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.7		4	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		2	13	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	4	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8			5	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	4	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		4	25	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		1	5				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		1	5				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	4	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		1	5				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			6				
IIB. INSTRUCTIONAL SKILLS	4.1		16	44	12			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	4	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8			5	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		3	2	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			5	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		2	2	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	4	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	4	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.7		5		1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.5		3	3				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			5	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8			5	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8			5	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		18	23	7			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		2	3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		2	2	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		3	2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9			5	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		4	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.7		4	2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		1	4	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.2		2	3	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		18	32	4			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		3	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		2	4				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		2	4				
4. TREATS STUDENTS IMPARTIALLY	4.3		2	4				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		2	3	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		2	3	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		1	5				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		3	2	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MAPLEWOOD IN 1983-84
(NUMBER OF TEACHERS RATED = 006)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.83
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.67
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.67
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.67
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.67
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.50
IA1.	IS PUNCTUAL	4.50
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.33
III4.	TREATS STUDENTS IMPARTIALLY	4.33
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.33
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.33
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.33
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.33
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.17
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.17
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.17
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.17
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.17
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.17
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.17
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.17
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.17
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.17
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.17
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.83
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.83
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.83
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.83
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.83
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.83
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.83
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.83

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MATHEWS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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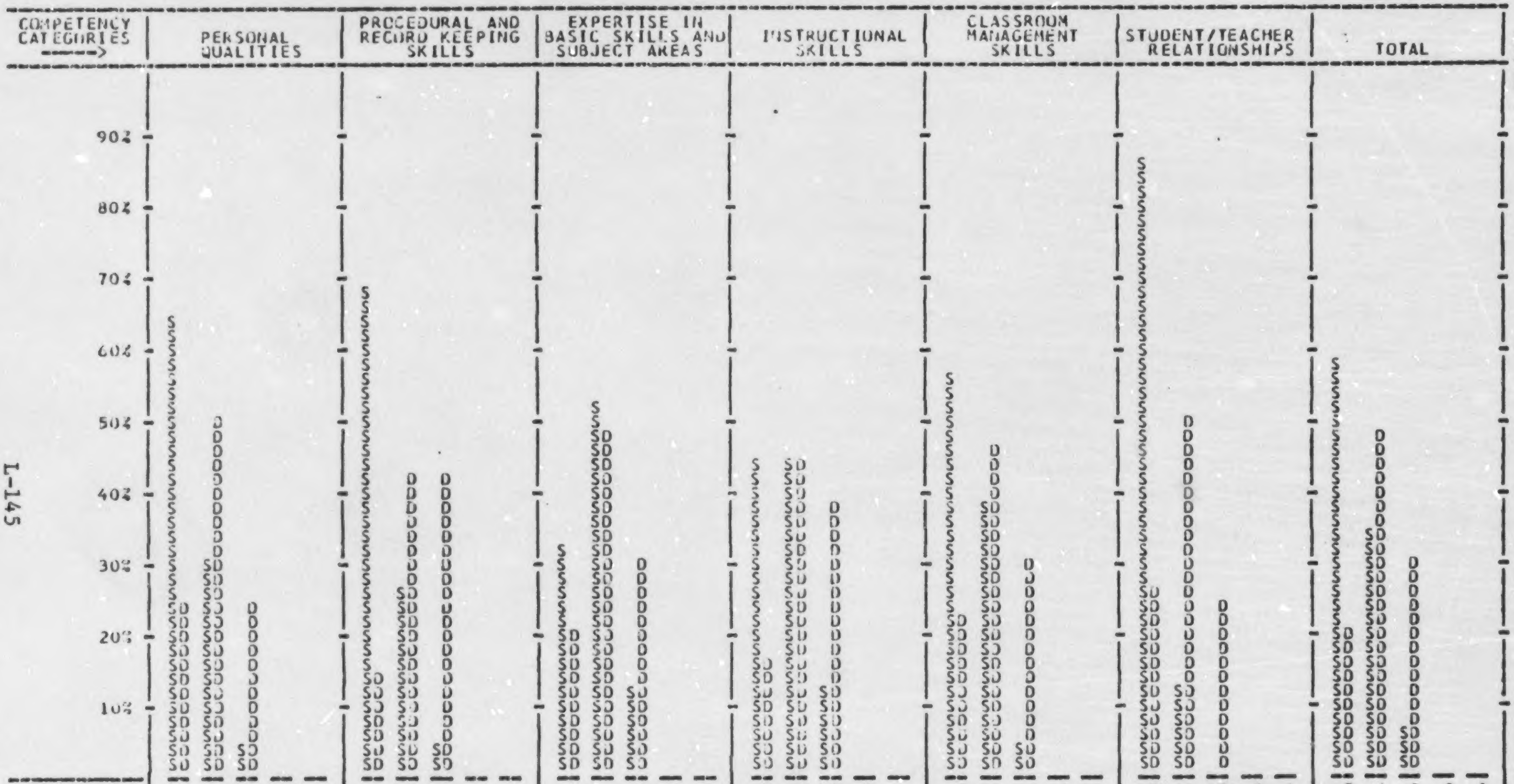

PERCENT OF RESPONSES:	PERSONAL QUALITIES 5	4	3	2	1	PROCEDURAL AND RECORD KEEPING SKILLS 5	4	3	2	1	EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS 5	4	3	2	1	INSTRUCTIONAL SKILLS 5	4	3	2	1	CLASSROOM MANAGEMENT SKILLS 5	4	3	2	1	STUDENT/TEACHER RELATIONSHIPS 5	4	3	2	1	TOTAL 5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	65	30	4	0	0	69	27	4	0	0	33	53	13	0	0	44	44	12	0	0	56	39	5	0	0	87	13	0	0	0	59	34	7	0	0

227 228

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MATHEWS IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.6		88	41	6			
1. IS PUNCTUAL	4.3		6	7	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		10	4	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.7		10	5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		12	3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.6		9	6				
6. SHOWS ENTHUSIASM FOR WORK	4.5		9	5	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		12	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.5		9	4	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.7		11	4				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.6		31	12	2			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.7		11	4				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.6		10	4	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.6		10	4	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		25	40	10			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		4	7	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9		2	10	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		6	8	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		5	8	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.5		8	7				
IIB. INSTRUCTIONAL SKILLS	4.3		79	80	21			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		3	9	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		7	6	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		10	3	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.5		8	6	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.5		9	4	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		5	8	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.4		7	7	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		8	5	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.2		5	8	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.1		4	9	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		4	9	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.6		9	6				
IIC. CLASSROOM MANAGEMENT SKILLS	4.5		67	47	6			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.7		11	3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		8	6	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.6		9	6				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		6	8	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		8	6	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.5		9	5	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.6		9	6				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.4		7	7	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.9		117	18				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.9		13	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.9		13	2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.9		13	2				
4. TREATS STUDENTS IMPARTIALLY	4.9		14	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.9		14	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.8		12	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.9		13	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.9		13	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.8		12	3				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MATHEWS IN 1983-84                                MEAN
(NUMBER OF TEACHERS RATED = 015)                                  RATING
                                                                  ------
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       4.93
 III4. TREATS STUDENTS IMPARTIALLY                                 4.93
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     4.87
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        4.87
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                4.87
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         4.87
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    4.87
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.80
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.80
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.80
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            4.80
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   4.73
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.73
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     4.67
  IA3. EXHIBITS POISE AND SELF-CONTROL                             4.67
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.60
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             4.60
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     4.60
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      4.60
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       4.60
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     4.60
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          4.60
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   4.53
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       4.53
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      4.53
  IA6. SHOWS ENTHUSIASM FOR WORK                                   4.53
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.47
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       4.47
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             4.47
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        4.47
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            4.47
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     4.40
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     4.40
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      4.40
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            4.33
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        4.33
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        4.33
  IA1. IS PUNCTUAL                                                 4.27
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                4.20
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      4.20
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      4.20
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              4.13
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      4.13
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.93
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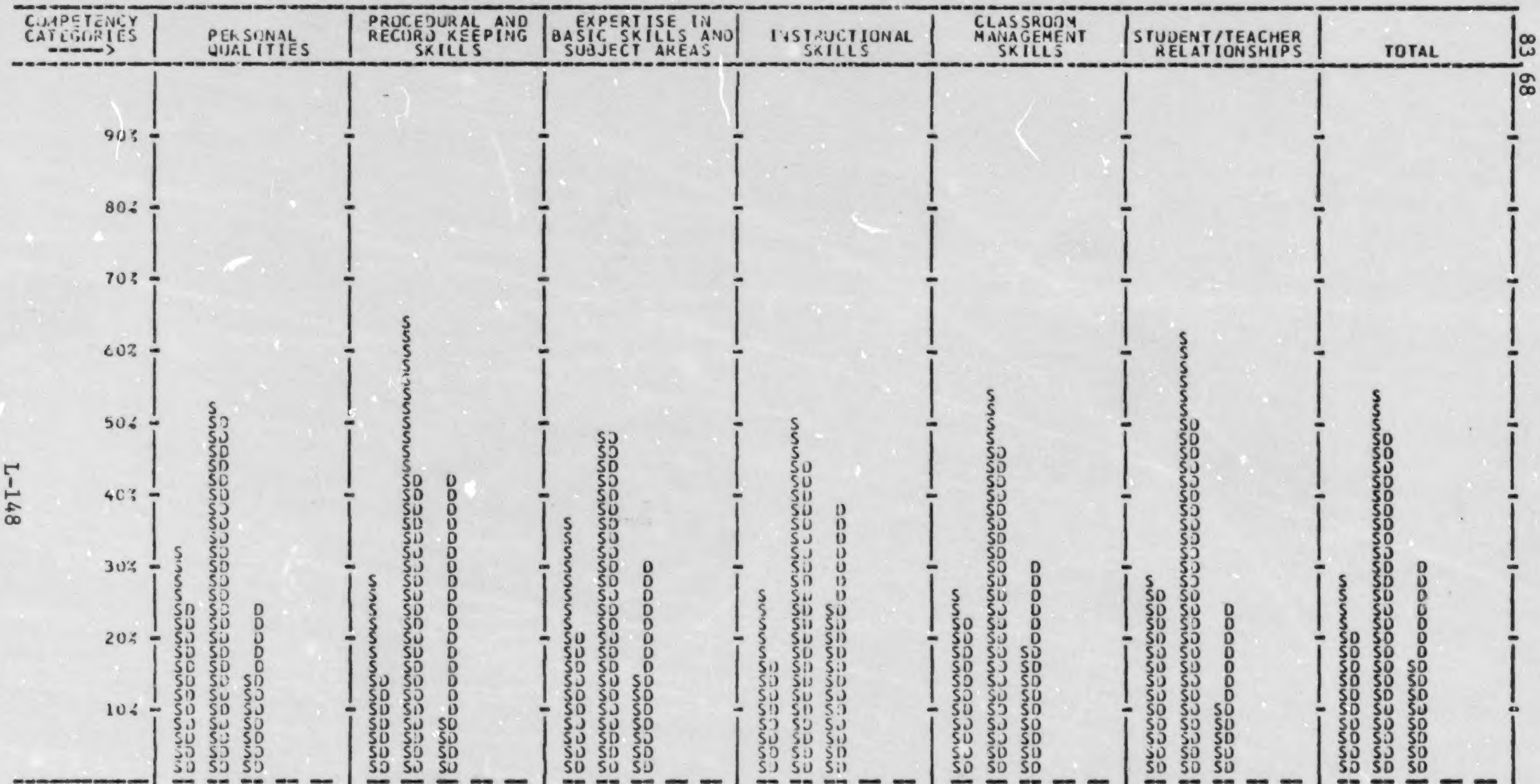
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MENCHACA

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	25	50	24	0	0	21	48	31	1	0
SCHOOL:	33	52	15	0	0	28	64	8	0	0	37	49	14	0	0	26	50	24	0	0	27	54	19	0	0	28	62	10	0	0	29	54	16	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 012

83 68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MENCHACA IN 1983-84
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		36	56	16			
1. IS PUNCTUAL	4.1		4	5	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		4	6	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		3	7	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		3	6	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		3	7	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		5	5	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		4	7	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		5	6	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		5	7				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		10	23	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		4	8				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		3	9				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		3	6	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		22	29	8			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		4	6	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		4	5	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		5	6	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		4	6	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		5	6	1			
IIB. INSTRUCTIONAL SKILLS	4.0		38	72	34			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		4	6	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		4	6	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		5	5	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		5	5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		4	5	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		2	8	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	6	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		2	6	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		2	5	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		2	6	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9		2	7	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1		3	7	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		26	52	18			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		5	7				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		4	7	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		3	8	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		2	9	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		3	6	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		2	4	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		4	5	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		3	6	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		30	67	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		3	4	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		3	5	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		4	8				
4. TREATS STUDENTS IMPARTIALLY	4.3		4	8				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		3	9				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		4	7	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		3	9				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		3	9				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		3	8	1			

83.68

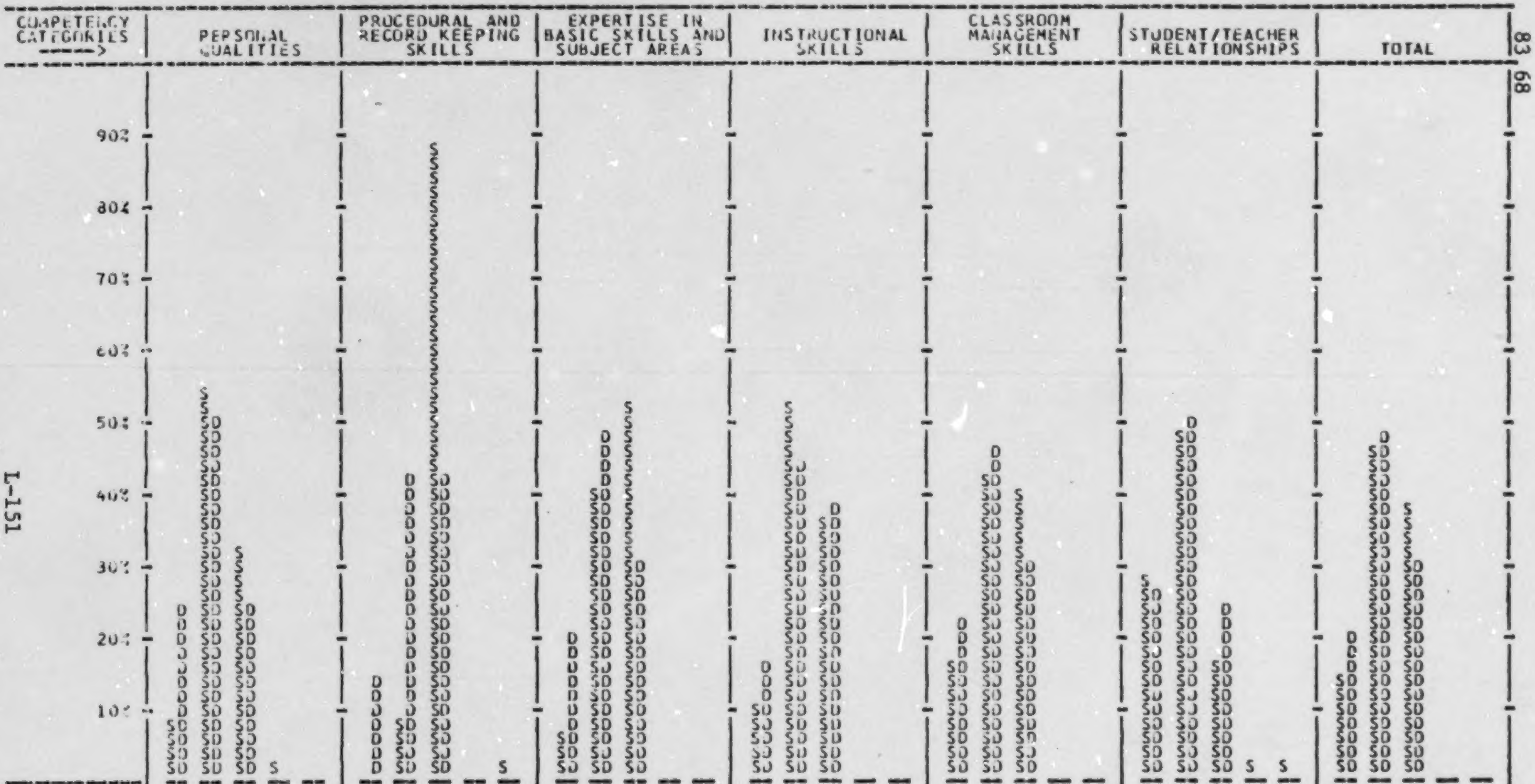
L-149

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MENCHACA IN 1983-84
(NUMBER OF TEACHERS RATED = 012)

		MEAN RATING
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.42
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.42
III4.	TREATS STUDENTS IMPARTIALLY	4.33
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.33
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.33
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.33
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.33
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.33
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.25
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.25
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.25
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.25
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.25
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.25
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
IA6.	SHOWS ENTHUSIASM FOR WORK	4.25
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.18
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.17
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.17
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.17
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.17
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.17
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.17
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.17
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.08
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.08
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.08
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.08
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.08
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.08
IA1.	IS PUNCTUAL	4.08
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.92
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.92
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.83
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.83
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.33
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.75
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.67

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR METZ (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES 5	4	3	2	1	PROCEDURAL AND RECORD KEEPING SKILLS 5	4	3	2	1	EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS 5	4	3	2	1	INSTRUCTIONAL SKILLS 5	4	3	2	1	CLASSROOM MANAGEMENT SKILLS 5	4	3	2	1	STUDENT/TEACHER RELATIONSHIPS 5	4	3	2	1	TOTAL 5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	9	55	33	3	0	0	9	88	0	3	7	41	52	0	0	10	53	36	1	0	16	43	41	0	0	29	49	16	3	2	14	46	38	1	1

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT METZ IN 1983-84
(NUMBER OF TEACHERS RATED = 011)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		9	54	33	3		
1. IS PUNCTUAL	3.5		1	5	4	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			6	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.5			6	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6			8	2	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.3			4	6	1		
6. SHOWS ENTHUSIASM FOR WORK	4.6		8	2	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8			9	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6			7	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6			7	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0			3	29		1	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	2.8				10		1	
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	10			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			2	9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		4	22	28			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			3	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			3	7			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		2	6	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		1	8	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4		1	2	8			
IIB. INSTRUCTIONAL SKILLS	3.7	32	10	53	36	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	7	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		2	4	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.2		3	7	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			7	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			2	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3		1	8	1	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		1	8	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		2	5	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			5	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0	10			1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY		11						
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS		11						
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		14	37	36			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		3	7	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		2	4	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			6	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		1	2	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		3	6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		2	6	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		2	2	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		1	4	5			1
III. STUDENT/TEACHER RELATIONSHIPS	4.0		29	49	16	3	2	
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		5	4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	7	1	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		3	4	3	1		
4. TREATS STUDENTS IMPARTIALLY	3.9		2	6	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		2	7	1	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		3	5	2		1	
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		5	4	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		2	7	1		1	
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		5	5	1			

83.68

L-152

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT METZ IN 1983-84
(NUMBER OF TEACHERS RATED = 011)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.64
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.47
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.47
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.36
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.27
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.27
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.18
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.18
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.09
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.91
III4.	TREATS STUDENTS IMPARTIALLY	3.91
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.91
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.91
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.91
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.91
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.91
III6.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.82
III8.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.82
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.82
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.82
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.82
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.82
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.82
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.73
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.73
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.64
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.64
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.64
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.64
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.60
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.55
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.55
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.55
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.55
IA1.	IS PUNCTUAL	3.55
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.45
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.36
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.36
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.30
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.27
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.27
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.18
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.18
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.09
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	2.82

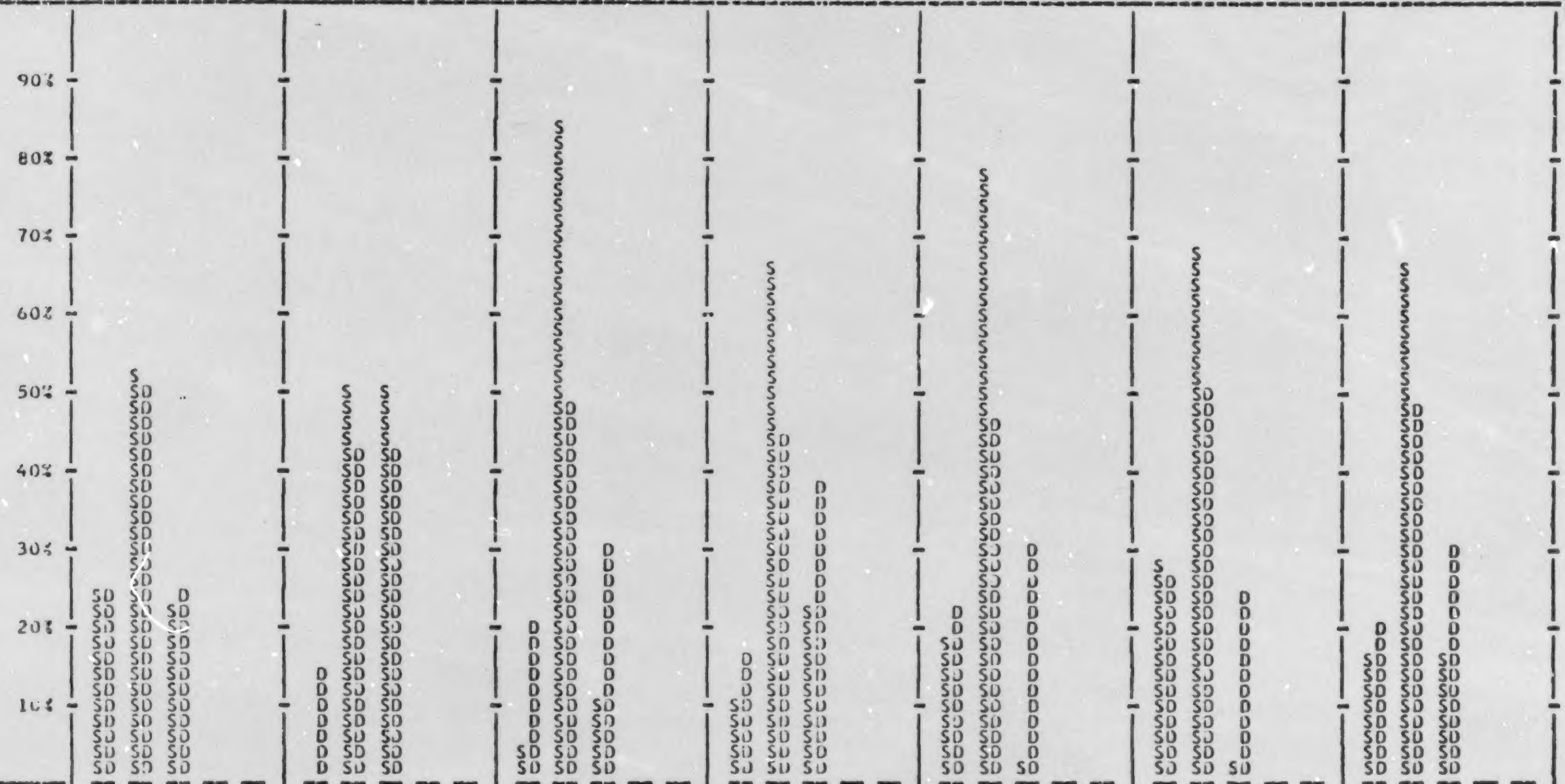
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR NORMAN

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-154



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	25	53	22	0	0	0	50	50	0	0	5	84	11	0	0	10	67	23	0	0	19	78	3	0	0	28	69	3	0	0	17	67	16	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT NORMAN IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		9	19	8			
1. IS PUNCTUAL	3.5			2	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.3			1	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		3	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		1	1	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		1	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1	2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		1	3				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5			6	6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			2	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			2	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			2	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		1	16	2			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			4				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			3				1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			4				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8			3	1			
IIB. INSTRUCTIONAL SKILLS	3.9		5	32	11			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			4				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			4				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		2	2				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		1	3				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			4				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		1	3				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		1	3				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8			3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8			3	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			1	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			1	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			1	3			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		6	25	1			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		1	3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		2	2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		2	1	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			4				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		1	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			4				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			4				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0			4				
III. STUDENT/TEACHER RELATIONSHIPS	4.3		10	25	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		1	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		1	3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		2	2				
4. TREATS STUDENTS IMPARTIALLY	4.3		1	3				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		2	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			4				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		2	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8			3	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT NORMAN IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

		MEAN RATING
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.75
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.50
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
III4.	TREATS STUDENTS IMPARTIALLY	4.25
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.25
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.25
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.25
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.25
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.25
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.25
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.25
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
IA6.	SHOWS ENTHUSIASM FOR WORK	4.25
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.25
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.75
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.75
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.75
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.75
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.75
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IA1.	IS PUNCTUAL	3.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.25
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.25

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR OAK HILL

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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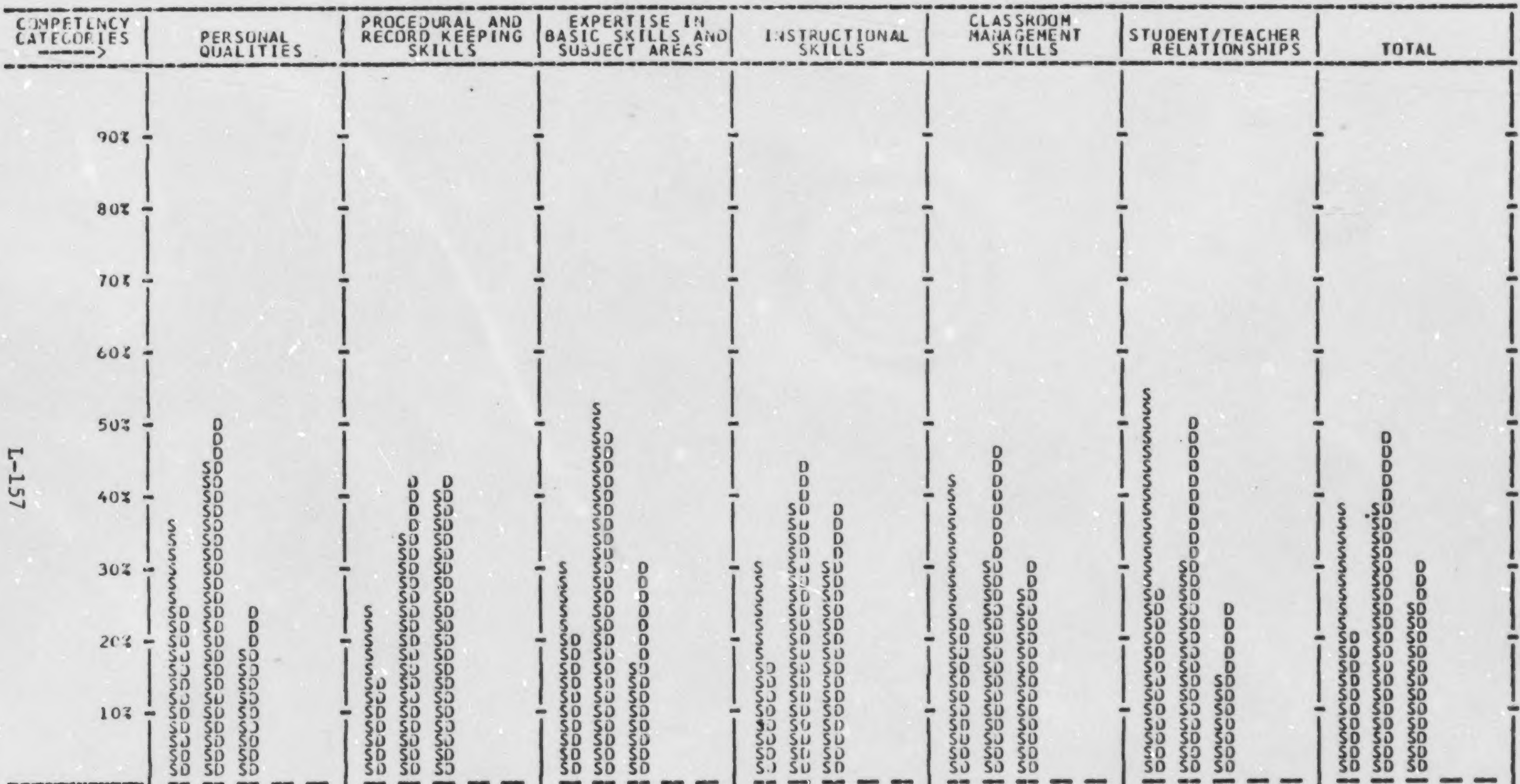

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	37	45	18	0	0	25	35	40	0	0	31	52	17	0	0	31	36	31	0	0	43	30	26	1	0	54	31	15	0	0	38	38	24	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 019

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT OAK HILL IN 1983-84
(NUMBER OF TEACHERS RATED = 019)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		64	77	30			
1. IS PUNCTUAL	4.1		6	9	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		5	10	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		8	7	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		9	8	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		6	9	4			
6. SHOWS ENTHUSIASM FOR WORK	4.4		9	9	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		8	9	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		6	7	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.2		7	9	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		14	20	23			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		5	6	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		5	6	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		4	8	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		29	49	16			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		7	11	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		5	12	1			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		4	11	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		8	7	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		5	8	6			
IIB. INSTRUCTIONAL SKILLS	4.0		70	87	70			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		6	7	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		6	8	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		6	7	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		6	8	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		7	6	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		9	5	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		8	6	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		9	6	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		5	6	8			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		2	10	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		2	10	7			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9		4	8	6			1
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		66	45	40	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		10	5	3	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		10	3	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		10	3	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		7	6	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		8	7	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		6	9	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		8	7	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		7	5	7			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		92	53	26			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		10	7	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		10	6	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		10	6	3			
4. TREATS STUDENTS IMPARTIALLY	4.4		10	6	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		11	5	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		11	6	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		10	6	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		10	6	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		10	5	4			

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I-158

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT OAK HILL IN 1983-84
(NUMBER OF TEACHERS RATED = 019)

		MEAN RATING
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.47
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.42
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.42
IA6.	SHOWS ENTHUSIASM FOR WORK	4.42
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.37
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.37
III4.	TREATS STUDENTS IMPARTIALLY	4.37
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.37
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.37
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.37
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.32
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.32
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.32
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.26
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.26
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.22
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.21
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.21
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.21
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.21
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.21
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.21
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.21
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.21
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.16
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.11
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.11
IA1.	IS PUNCTUAL	4.11
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.05
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.05
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.05
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.05
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.05
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.95
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.89
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.84
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.84
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.84
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.84
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.74
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.74

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR OAK SPRINGS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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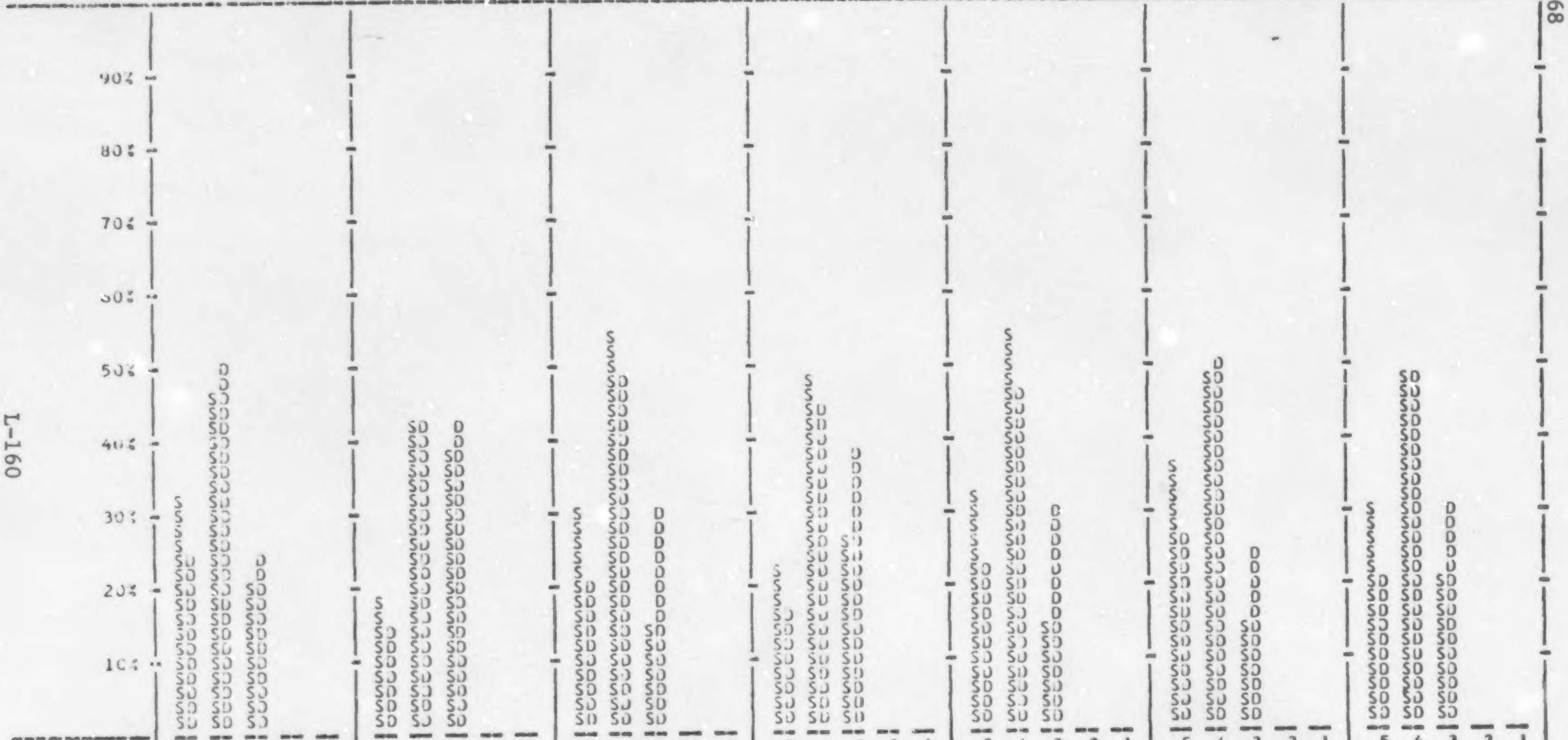


COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	33	46	21	0	0	18	42	39	0	0	31	55	15	0	0	23	49	27	0	0	32	54	14	0	0	37	49	14	0	0	30	49	20	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT OAK SPRINGS IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		39	54	24			
1. IS PUNCTUAL	3.8		2	6	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		1	10	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	7	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		3	8	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		4	8	1			
6. SHOWS ENTHUSIASM FOR WORK	4.5		8	3	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		6	4	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		5	3	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		7	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		7	16	15			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		3	5	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		3	4	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	7	4			1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		17	30	8			10
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		3	9	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.3		3	4	1			5
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		3	6	3			1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		3	9	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		5	2	2			4
IIB. INSTRUCTIONAL SKILLS	4.0		33	70	39			14
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		3	7	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		3	8	1			1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		4	7	1			1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	8	3			1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		1	5	6			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		5	7	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		3	7	2			1
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		4	4	4			1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		3	1	8			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		2	5	5			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3		2	6	4			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1		2	5	1			5
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		32	53	14			5
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		5	8				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		5	7				1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		5	6	1			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.2		3	8	1			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		4	6	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		4	6	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		5	5	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	7	3			2
III. STUDENT/TEACHER RELATIONSHIPS	4.2		43	57	16			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		5	4	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		4	7	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		3	8	2			
4. TREATS STUDENTS IMPARTIALLY	4.1		3	8	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		4	7	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		6	4	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		5	8				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		7	6				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		6	5	1			1

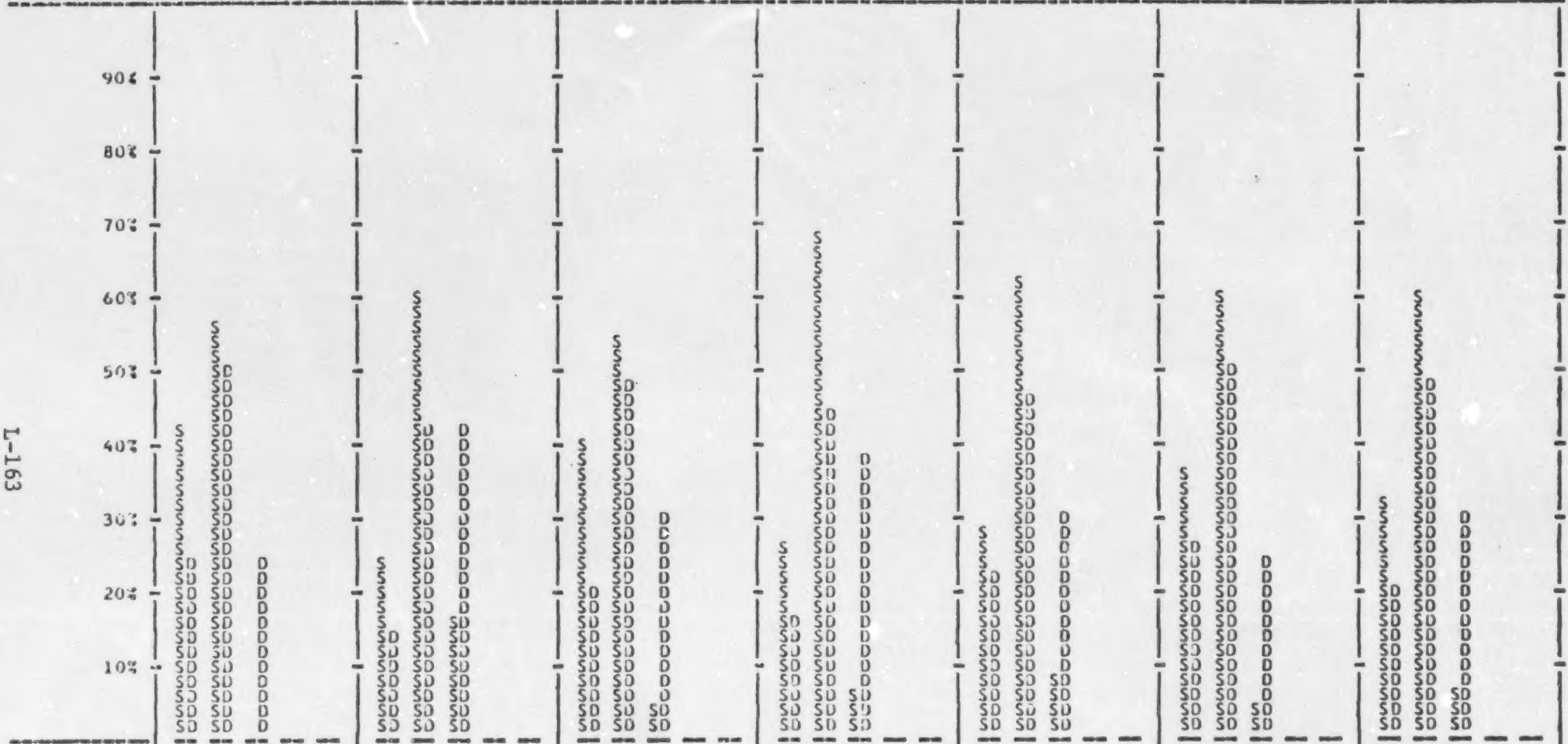
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT OAK SPRINGS IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.54
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.46
IA6.	SHOWS ENTHUSIASM FOR WORK	4.46
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.42
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.42
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.38
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.38
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.33
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.33
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.31
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.25
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.25
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.23
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.23
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.23
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.17
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.17
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.15
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.15
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.15
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.15
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.15
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.13
III4.	TREATS STUDENTS IMPARTIALLY	4.08
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.08
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.08
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.08
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.08
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.08
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.08
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.92
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.85
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.83
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.83
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.82
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.77
IA1.	IS PUNCTUAL	3.77
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.75
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.75
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.58
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.58

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ODOM

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	43	56	1	0	0	24	60	16	0	0	40	55	5	0	0	27	68	6	0	0	29	62	9	0	0	36	61	4	0	0	33	61	6	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT DOOM IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

83.68

L-164

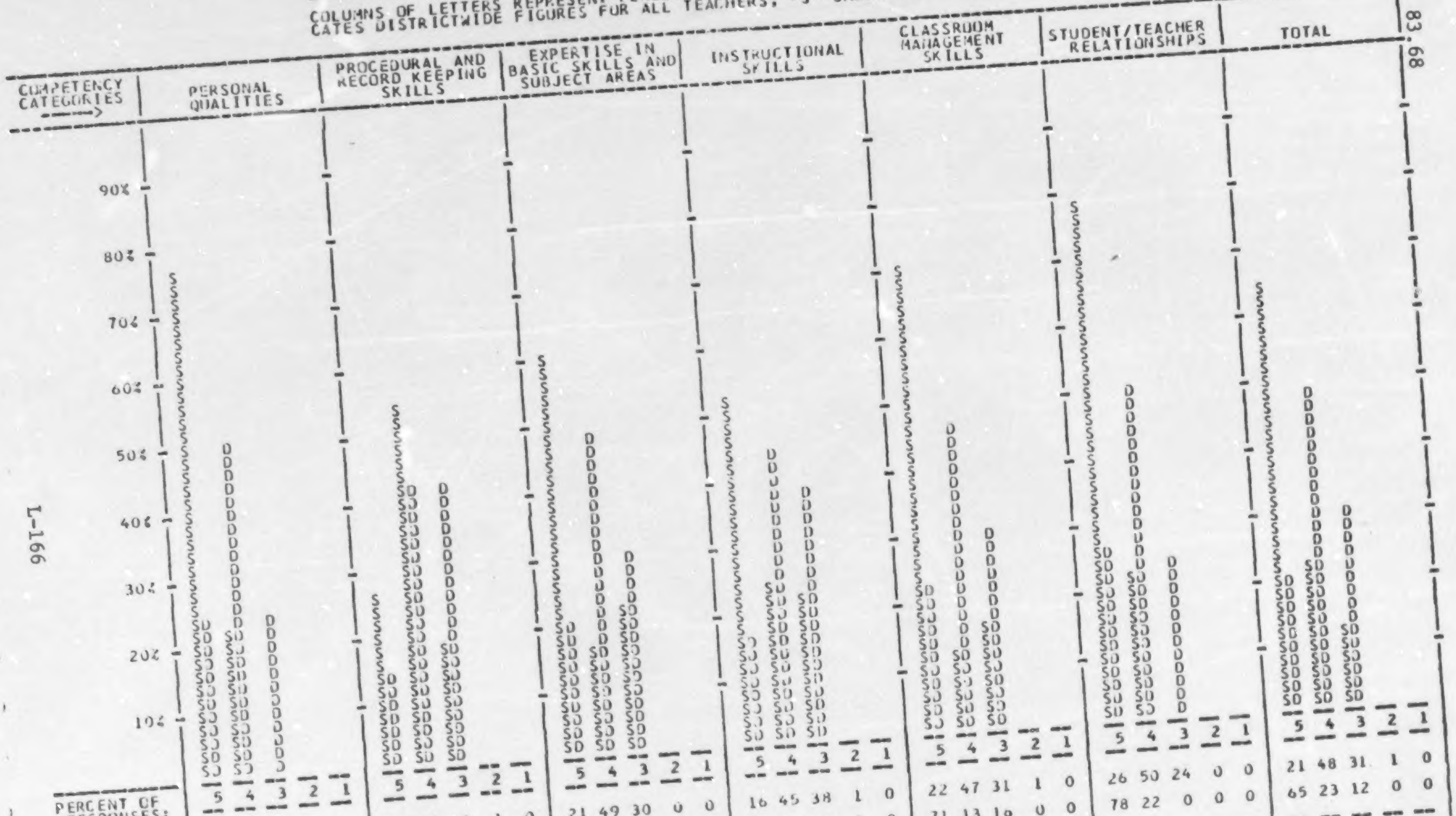
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		58	76	1			
1. IS PUNCTUAL	4.4		6	9				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		9	6				
3. EXHIBITS POISE AND SELF-CONTROL	4.1		3	11	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		7	8				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		3	12				
6. SHOWS ENTHUSIASM FOR WORK	4.7		10	5				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		9	6				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.5		7	8				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		4	11				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		11	27	7			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.1		4	8	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		4	8	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.1		3	11	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		30	41	4			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		7	6	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		4	10	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		7	8				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		5	10				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.4		7	7	1			
IIB. INSTRUCTIONAL SKILLS	4.2		48	121	10			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		4	10	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		4	9	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		8	7				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		4	11				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.2		4	10	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		4	9	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		3	11	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		5	10				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.2		4	10	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.1		3	11	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		2	12	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.2		3	11				1
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		35	74	11			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		6	6	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		5	9	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		3	10	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		4	8	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		5	9	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		4	11				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		6	9				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.1		2	12	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		48	82	5			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		7	8				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		6	9				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		4	9	2			
4. TREATS STUDENTS IMPARTIALLY	4.1		3	10	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		2	12	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		7	8				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		7	8				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		5	10				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.5		7	8				

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ODOM IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.67
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.60
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.60
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.53
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.47
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.47
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.47
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.47
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.47
IA3.	DEMONSTRATES PROFESSIONAL GROWTH	4.47
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.47
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.40
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.40
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.40
IA1.	IS PUNCTUAL	4.40
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.33
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.33
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.33
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.33
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.27
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.27
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.27
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.27
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.27
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.21
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.20
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.20
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.20
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.20
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.20
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.20
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.13
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.13
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.13
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.13
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.13
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.13
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.13
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.07
III4.	TREATS STUDENTS IMPARTIALLY	4.07
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.07
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.07
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.07
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.07
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.07
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.07

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ORTEGA

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	77	23	0	0	0	27	55	18	0	0	61	17	22	0	0	53	24	22	0	0	71	13	16	0	0	78	22	0	0	0	65	23	12	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ORTEGA IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

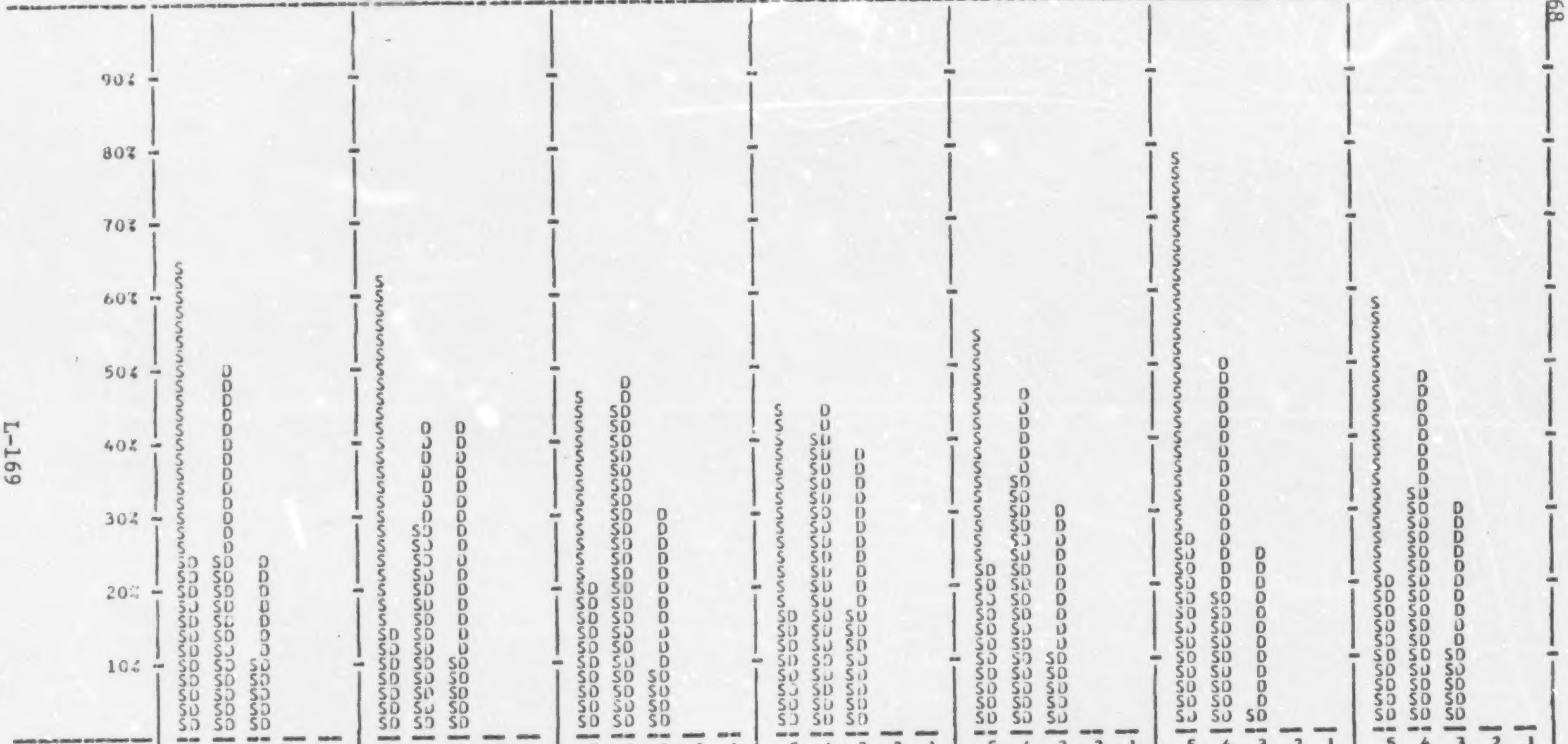
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.8		27	8				
1. IS PUNCTUAL	4.7		2	1				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.8		3	1				
3. EXHIBITS POISE AND SELF-CONTROL	4.8		3	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		3	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.8		3	1				
6. SHOWS ENTHUSIASM FOR WORK	4.8		3	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		3	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	5.0		4					
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.8		3	1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		3	6	2			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.8		3	1				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7			2	1			1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8			3	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.4		11	3	4			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.8		3	1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			1	1			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		2	1	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.5		3		1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.5		3		1			
IIB. INSTRUCTIONAL SKILLS	4.3		24	11	10			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.3		2		1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.8		3	1				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.8		3	1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.8		3	1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8			3	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.8		3	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.5		3		1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.5		3		1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		1	1	1			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			2	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.3		2	1	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7		1		2			1
IIC. CLASSROOM MANAGEMENT SKILLS	4.5		22	4	5			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		3		1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.8		3	1				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		3		1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.5		3		1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.8		3	1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		2	1	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.8		3	1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.3		2		1			1
III. STUDENT/TEACHER RELATIONSHIPS	4.8		28	8				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		3	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.8		3	1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.8		3	1				
4. TREATS STUDENTS IMPARTIALLY	4.8		3	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.8		3	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.8		3	1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		3	1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.8		3	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.0		4					

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ORTEGA IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

	MEAN RATING
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.00
IA8. DEMONSTRATES PROFESSIONAL GROWTH	5.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.75
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.75
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.75
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.75
III4. TREATS STUDENTS IMPARTIALLY	4.75
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.75
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.75
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.75
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.75
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.75
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.75
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.75
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.75
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.75
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.75
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.75
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.75
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.75
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.75
IA6. SHOWS ENTHUSIASM FOR WORK	4.75
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.75
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.75
IA3. EXHIBITS POISE AND SELF-CONTROL	4.75
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.75
IA1. IS PUNCTUAL	4.67
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.50
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.50
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.50
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.50
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.50
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.50
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.50
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.33
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.33
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.25
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.25
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.25
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.00
IIB5. PRE[illegible]S WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.75
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.75
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.50
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR PEASE (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	65	25	10	0	0	62	29	10	0	0	47	44	9	0	0	45	40	16	0	0	55	35	11	0	0	79	19	2	0	0	59	32	10	0	0

83.68

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PEASE IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.6		41	16	6			
1. IS PUNCTUAL	4.9		6	1				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		5	1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.9		6	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.6		5	1	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.6		4	3				
6. SHOWS ENTHUSIASM FOR WORK	4.7		5	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		5	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	2	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		3	3	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.5		13	6	2			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.6		4	3				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.4		4	2	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.6		5	1	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.4		16	15	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		4	2	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		2	3	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		4	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		2	5				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.6		4	3				
IIB. INSTRUCTIONAL SKILLS	4.3		37	33	13			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	5	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.6		4	3				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		4	2	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.4		4	2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.7		5	2				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.6		4	3				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.7		5	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		3	3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1	2	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		1	3	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		2	3	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.3		3	3	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.4		30	19	6			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		5	1	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.7		5	2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.6		4	3				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.4		3	4				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		2	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		3	3	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.6		5	1	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.2		3	1	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.8		50	12	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.9		6	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.6		4	3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.6		4	3				
4. TREATS STUDENTS IMPARTIALLY	4.9		6	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.9		6	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.6		5	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.7		5	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	5.0		7					
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.0		7					

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PEASE IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	5.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.86
III4.	TREATS STUDENTS IMPARTIALLY	4.86
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.86
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.86
IA1.	IS PUNCTUAL	4.86
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.71
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.71
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.71
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.71
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.71
IA6.	SHOWS ENTHUSIASM FOR WORK	4.71
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.57
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.57
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.57
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.57
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.57
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.57
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.57
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.57
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.57
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.57
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.57
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.57
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.57
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.57
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.43
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.43
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.43
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.43
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.43
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.43
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.29
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.29
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.29
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.29
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.29
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.17
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.17
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.14
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.86
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.71
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR PECAN SPRINGS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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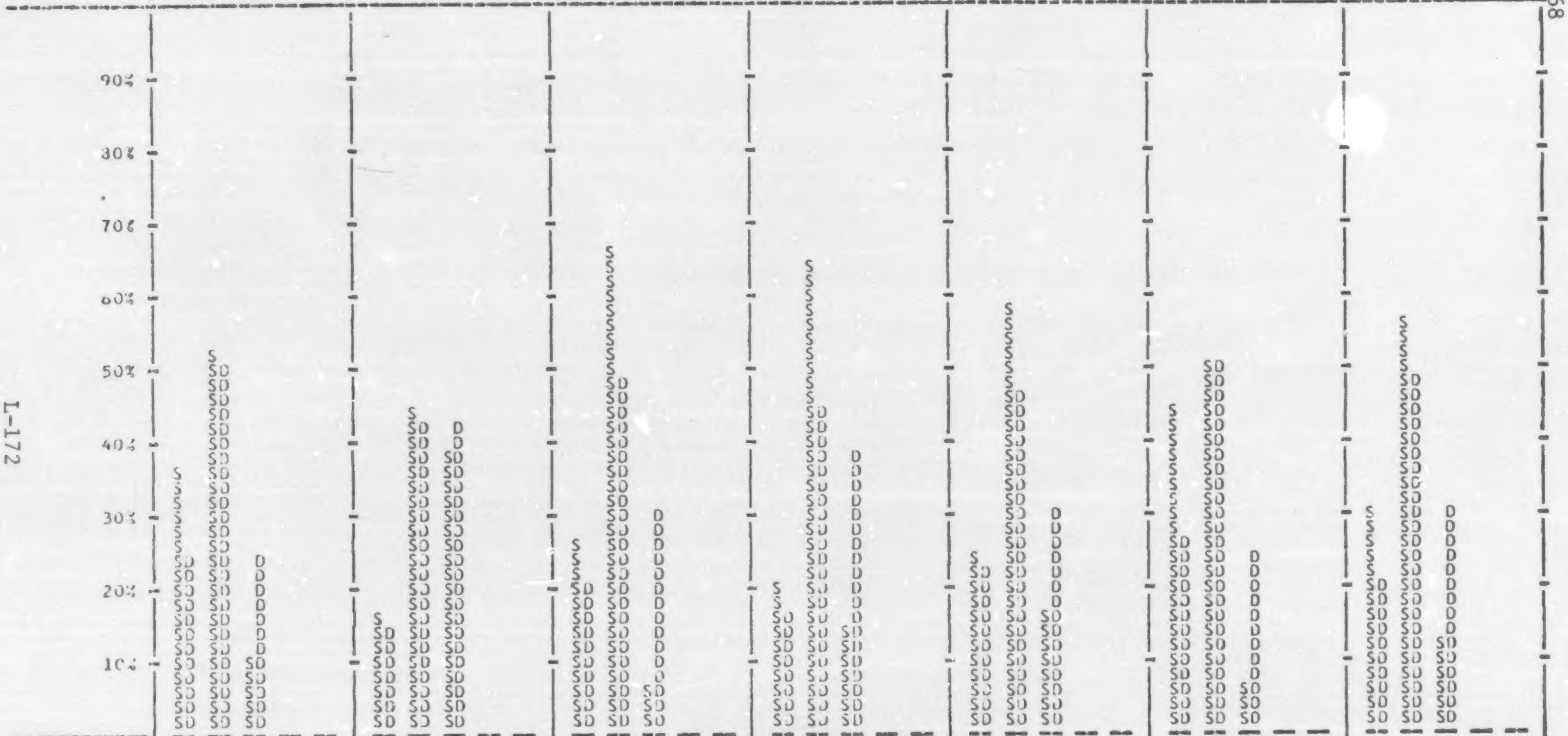

COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	37	52	11	0	0	17	44	39	0	0	27	67	7	0	0	21	64	15	0	0	25	58	17	0	0	44	50	6	0	0	30	57	13	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 006

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PECAN SPRINGS IN 1983-84
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		20	28	6			
1. IS PUNCTUAL	4.0		1	4	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	4	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		2	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.8		5	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		3	3				
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		3	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		1	2	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		3	3				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		3	8	7			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	2	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	3	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	3	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		8	20	2			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	4	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.2		1	5				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		3	3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		2	4				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	4	1			
IIB. INSTRUCTIONAL SKILLS	4.1		15	46	11			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		1	5				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			6				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		3	3				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2		1	5				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8			5	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.5		3	3				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		3	2	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		2	2	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		1	4	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			3	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			4	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0		1	4	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		12	28	8			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		3	2	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		1	4	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		2	4				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7			4	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		2	4				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1	4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		3	3				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			3	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		24	27	3			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		5	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		2	3	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		2	4				
4. TREATS STUDENTS IMPARTIALLY	4.7		4	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		3	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		3	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8			5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		4	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	4	1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PECAN SPRINGS IN 1983-84                              MEAN
(NUMBER OF TEACHERS RATED = 006)                                     RATING
                                                                     ------
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        4.83
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                4.83
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         4.67
III4. TREATS STUDENTS IMPARTIALLY                                     4.67
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         4.50
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           4.50
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    4.50
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          4.50
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           4.50
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            4.50
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             4.50
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           4.50
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         4.50
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    4.33
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     4.33
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 4.33
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         4.33
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          4.33
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          4.33
 IA3. EXHIBITS POISE AND SELF-CONTROL                                 4.33
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             4.17
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            4.17
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     4.17
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               4.17
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         4.00
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       4.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        4.00
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    4.00
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       4.00
 IA6. SHOWS ENTHUSIASM FOR WORK                                       4.00
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              4.00
 IA1. IS PUNCTUAL                                                     4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.83
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.83
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.83
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.83
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.67
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.67
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.67
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.67
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.50
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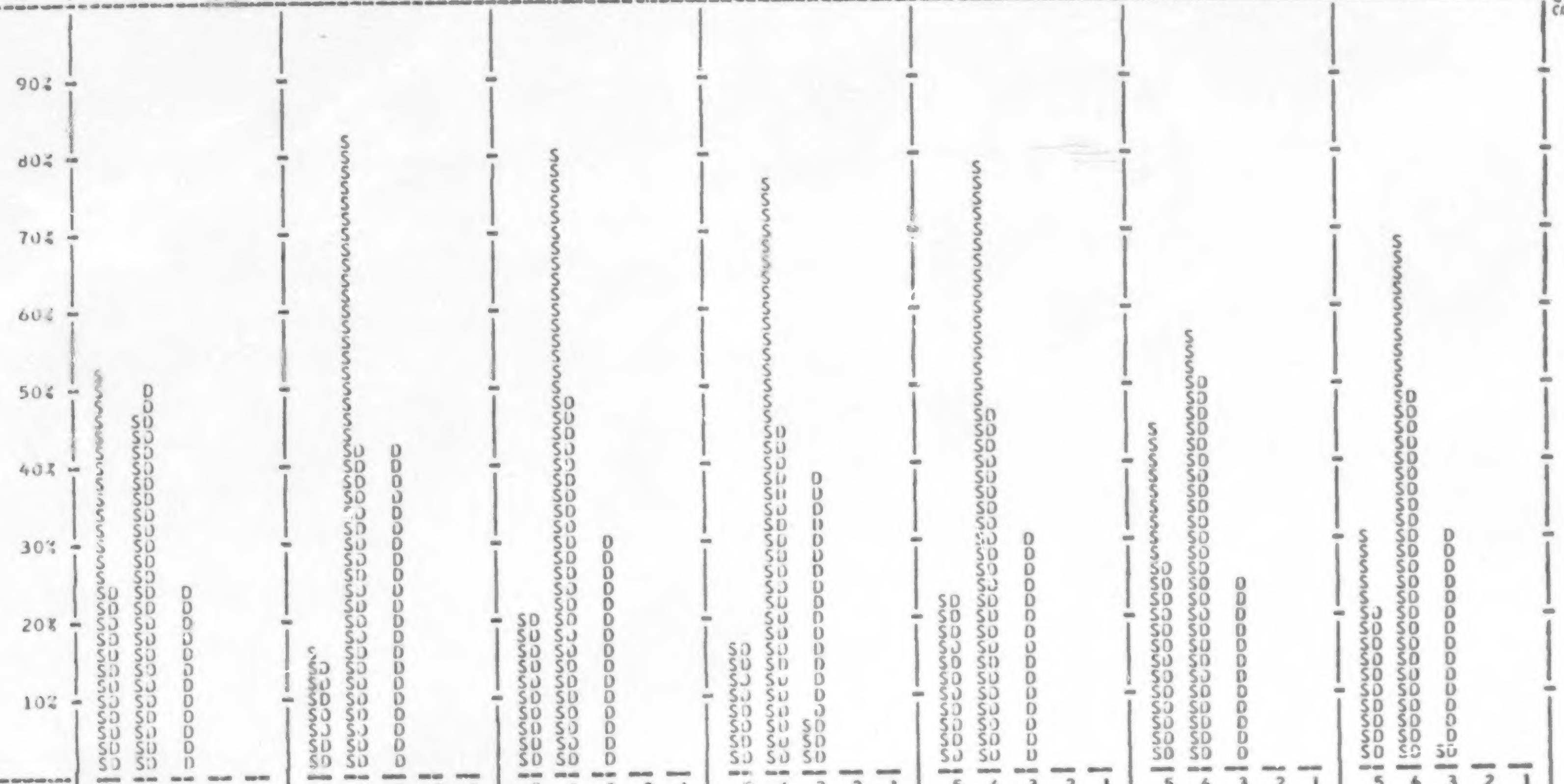
(JULY, 1984)

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR PILLOW

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	53	47	0	0	0	17	83	0	0	0	20	80	0	0	0	17	77	6	0	0	22	73	0	0	0	44	56	0	0	0	30	68	2	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PILLOW IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.5		19	17				
1. IS PUNCTUAL	4.3		1	3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		2	2				
3. EXHIBITS POISE AND SELF-CONTROL	4.5		2	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		2	2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.8		3	1				
6. SHOWS ENTHUSIASM FOR WORK	4.5		2	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		4					
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		1	3				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.5		2	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		2	10				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		1	3				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0			4				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		1	3				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		4	16				
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			4				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			4				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.8		3	1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		1	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			4				
IIB. INSTRUCTIONAL SKILLS	4.1		8	37	3			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			4				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	2	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		1	3				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		1	3				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			4				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.5		2	2				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.5		2	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			4				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0			4				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			3	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8			3	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.3		1	3				
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		7	25				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		2	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		1	3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		1	3				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			4				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		2	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			4				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		1	3				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0			4				
III. STUDENT/TEACHER RELATIONSHIPS	4.4		16	20				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		2	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		2	2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		2	2				
4. TREATS STUDENTS IMPARTIALLY	4.8		3	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		1	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		2	2				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.8		3	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0			4				

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PILLOW IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

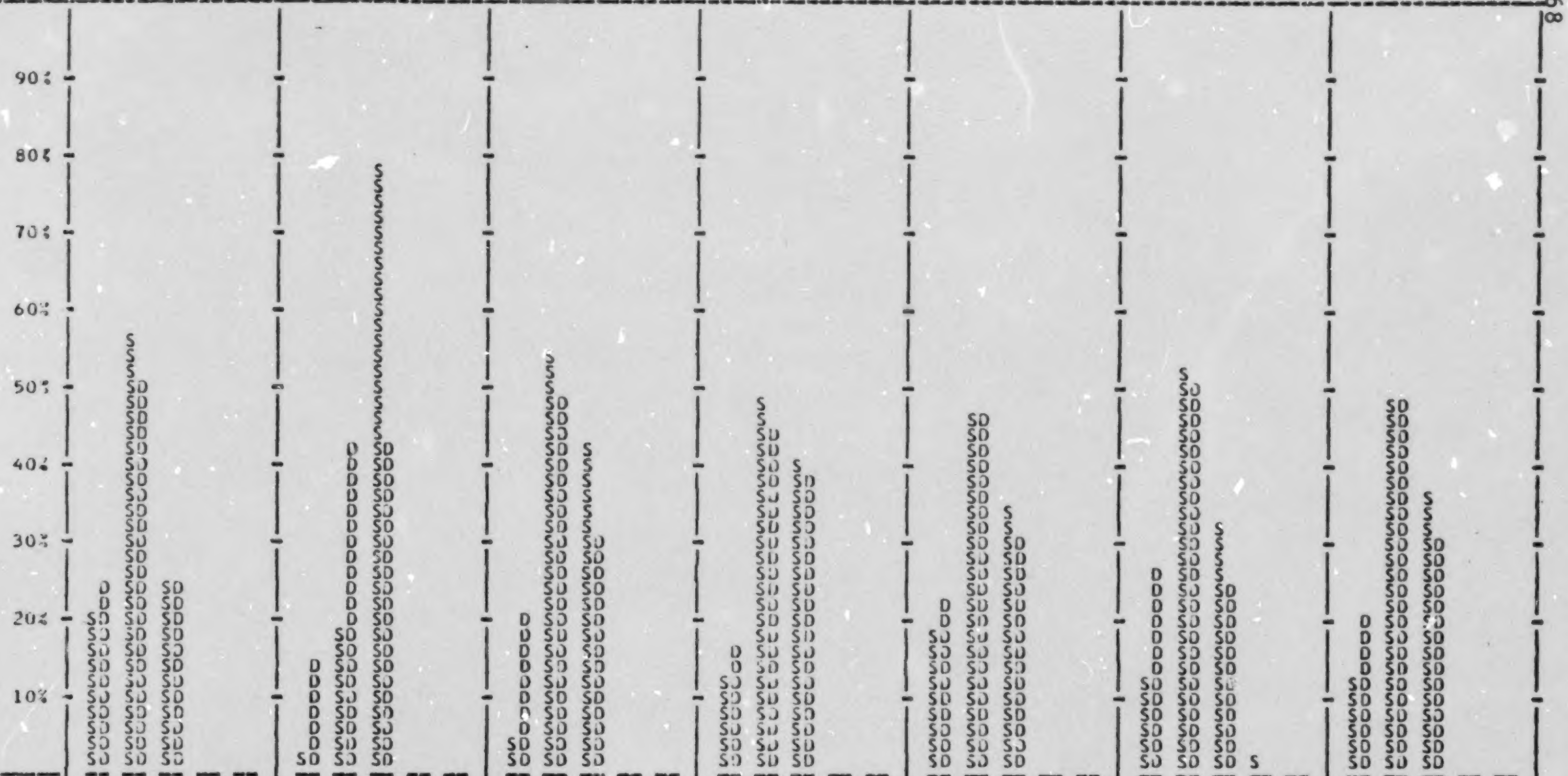
		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.75
III4.	TREATS STUDENTS IMPARTIALLY	4.75
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.75
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.75
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.50
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.50
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.50
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.50
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.50
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.50
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.25
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.25
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.25
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.25
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.25
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.25
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.25
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.25
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.25
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.25
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.25
IA1.	IS PUNCTUAL	4.25
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.75
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.75

L-178

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR PLEASANT HILL (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	20	56	25	0	0	3	18	79	0	0	5	54	42	0	0	12	45	40	0	0	19	47	34	0	0	13	52	32	3	0	13	49	37	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PLEASANT HILL IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

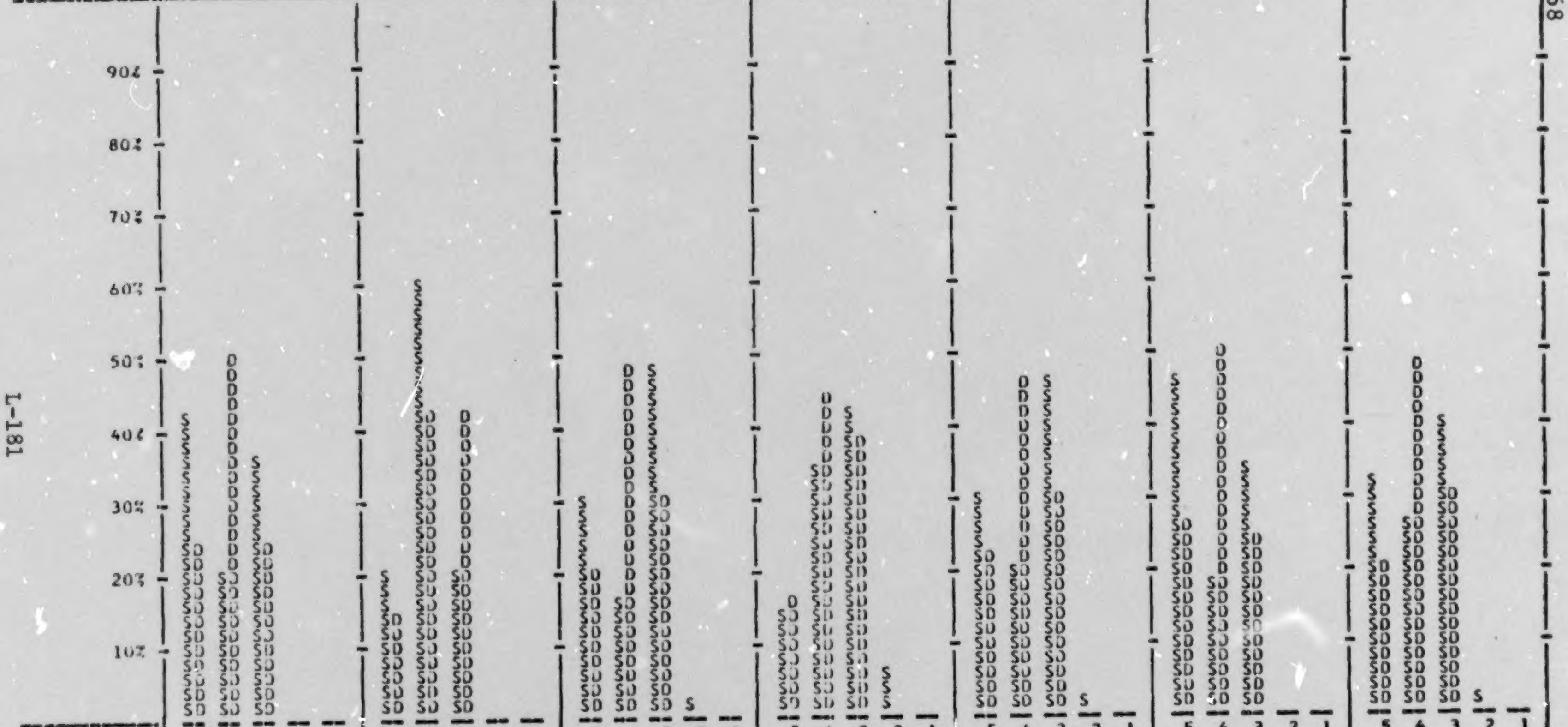
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		23	65	29			
1. IS PUNCTUAL	3.8		1	8	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			11	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		3	6	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		2	9	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			7	6			
6. SHOWS ENTHUSIASM FOR WORK	4.0		4	5	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		6	7				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		1	7	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		6	5	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2		1	7	31			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2			3	10			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.2		1	1	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			3	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		3	35	27			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			7	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			6	7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5		1	5	7			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	9	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	8	4			
IIB. INSTRUCTIONAL SKILLS	3.7		18	75	63			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	10	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		2	7	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		2	8	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		3	5	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		2	6	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	7	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		2	8	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		1	5	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			4	9			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		1	4	8			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1	4	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7		1	7	5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		20	49	35			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		8	2	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	7	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		4	7	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7			9	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		2	7	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		2	5	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		1	7	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		1	5	7			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		15	61	37	4		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		1	8	3	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		1	7	4	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	8	3			
4. TREATS STUDENTS IMPARTIALLY	3.8		3	5	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		2	6	4	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5		2	4	6	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		1	7	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	7	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		2	9	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PLEASANT HILL IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.46
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.38
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.31
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.15
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.92
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.92
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.92
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.92
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.92
III4.	TREATS STUDENTS IMPARTIALLY	3.85
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.85
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.85
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.85
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.85
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.85
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.85
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.85
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.77
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.77
IA1.	IS PUNCTUAL	3.77
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.69
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.69
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.69
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.69
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.69
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.69
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.69
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.69
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.69
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.62
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.54
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.54
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.54
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.54
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.54
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.54
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.46
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.46
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.46
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.31
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.23
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.23
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.23

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR READ

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	43	21	37	0	0	20	60	20	0	0	31	17	48	3	0	14	35	43	7	0	31	21	46	2	0	47	18	35	0	0	32	26	40	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT READ IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		27	13	23			
1. IS PUNCTUAL	4.1		3	2	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		3	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	1	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		3	1	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		3	1	3			
6. SHOWS ENTHUSIASM FOR WORK	4.0		3	1	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		3	1	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	2	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		4	1	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		4	12	4			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	5	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		1	4	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.2		2	3	1			1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	1	9	5	14	1		5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		2	1	3			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	1	1	1	3			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		2	1	2	1		1
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	1	3			1
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		2	1	3			1
IIB. INSTRUCTIONAL SKILLS	3.6	3	10	24	30	5		12
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		1	2	3			1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		1	2	3			1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.3		1	2	1	2		1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		2	1	3			1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			4	2			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		1	2	3			1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1	2	3			1
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		1	2	1	2		1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		2	1	2	1		1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	1		2	3			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	1		2	3			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	1		2	3			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		15	10	22	1		8
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	2	2			1
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	1	3			1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		3		3			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		2	1	3			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		3		3			1
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	1				1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		1	2	3			1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			3	2	1		1
III. STUDENT/TEACHER RELATIONSHIPS	4.1		29	11	22			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		4		3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		3	1	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		4	1	2			
4. TREATS STUDENTS IMPARTIALLY	4.4		4	2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		4	1	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		3	1	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		3	1	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		3	1	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.3		1	3	2			1

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT READ IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

		MEAN RATING
III4.	TREATS STUDENTS IMPARTIALLY	4.43
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.29
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.29
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.29
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.29
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.17
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.14
IA1.	IS PUNCTUAL	4.14
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.86
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.86
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.83
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.83
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.83
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.83
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.83
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.83
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.83
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.67
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.67
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.67
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.67
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.67
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.67
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.67
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.60
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.40
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.40
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.40
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.33
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.33
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.33

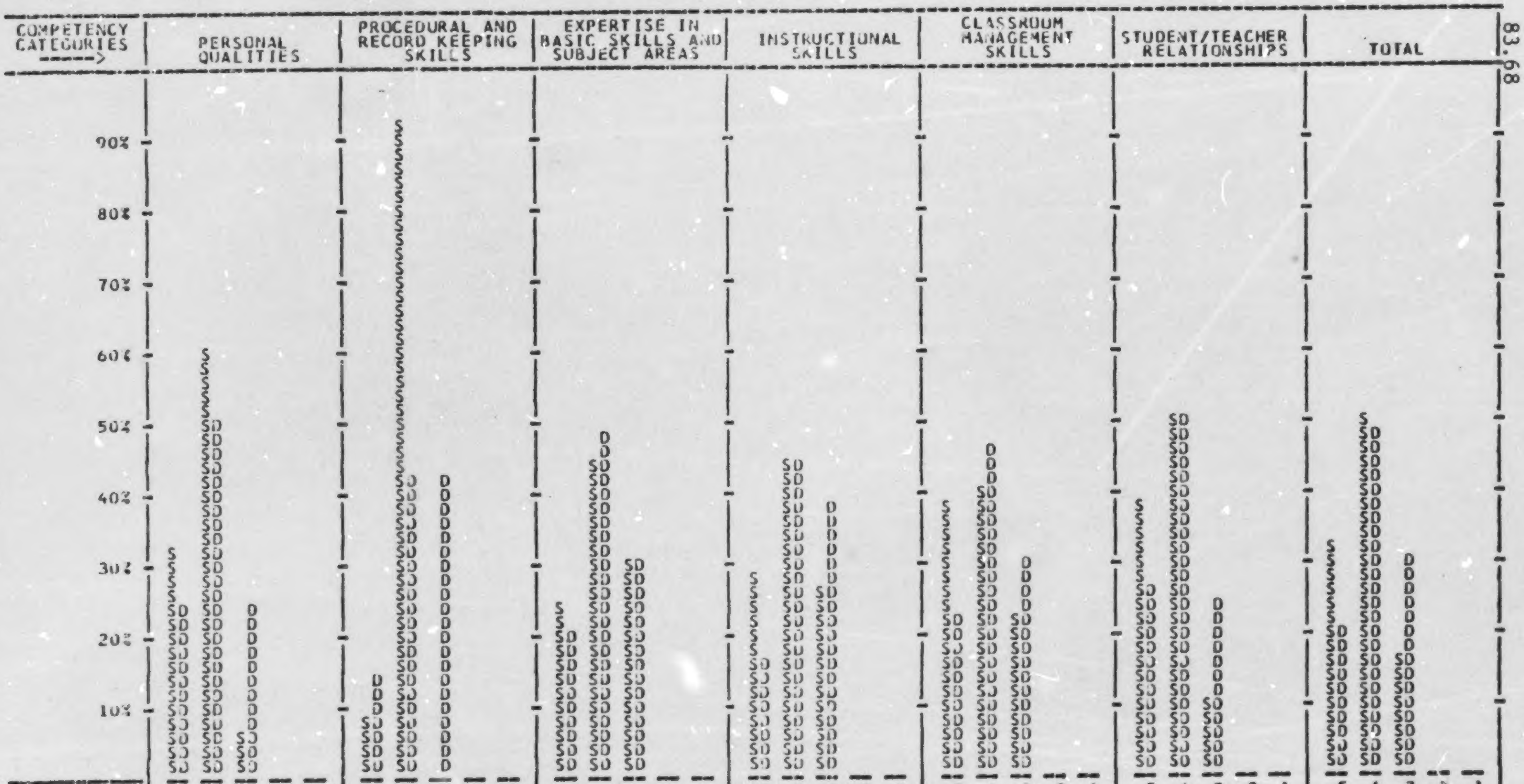
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR REILLY

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-184



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	33	61	6	0	0	8	92	0	0	0	25	45	30	0	0	29	44	27	0	0	38	41	22	0	0	39	50	11	0	0	32	51	17	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT REILLY IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		12	22	2			
1. IS PUNCTUAL	4.3		1	3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		1	3				
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		1	3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		1	3				
6. SHOWS ENTHUSIASM FOR WORK	4.3		2	1	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		3	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		1	3				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	2	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		1	11				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0			4				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0			4				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		1	3				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		5	9	6			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	2	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		1	2	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		1	1	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		1	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	1	2			
IIB. INSTRUCTIONAL SKILLS	4.0		14	21	13			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	1	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			4				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		1	1	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		1	2	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		2	1	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2		2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			2	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	1	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.3		1	3				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.5		2	2				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.5		2	2				
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		12	13	7			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		2	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		2	2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		1	3				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			4				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		2	1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2		2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		2		2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	1	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		14	18	4			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	2	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	2	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		2	2				
4. TREATS STUDENTS IMPARTIALLY	4.5		2	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		1	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		2	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		2	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		2	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	2	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT REILLY IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.75
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.50
III4.	TREATS STUDENTS IMPARTIALLY	4.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.50
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.50
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.25
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.25
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.25
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.25
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.25
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.25
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.25
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.25
IA6.	SHOWS ENTHUSIASM FOR WORK	4.25
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.25
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.25
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.25
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.25
IA1.	IS PUNCTUAL	4.25
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.75
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.75
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.75
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.75
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.75
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.75
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.50

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR RIDGETOP (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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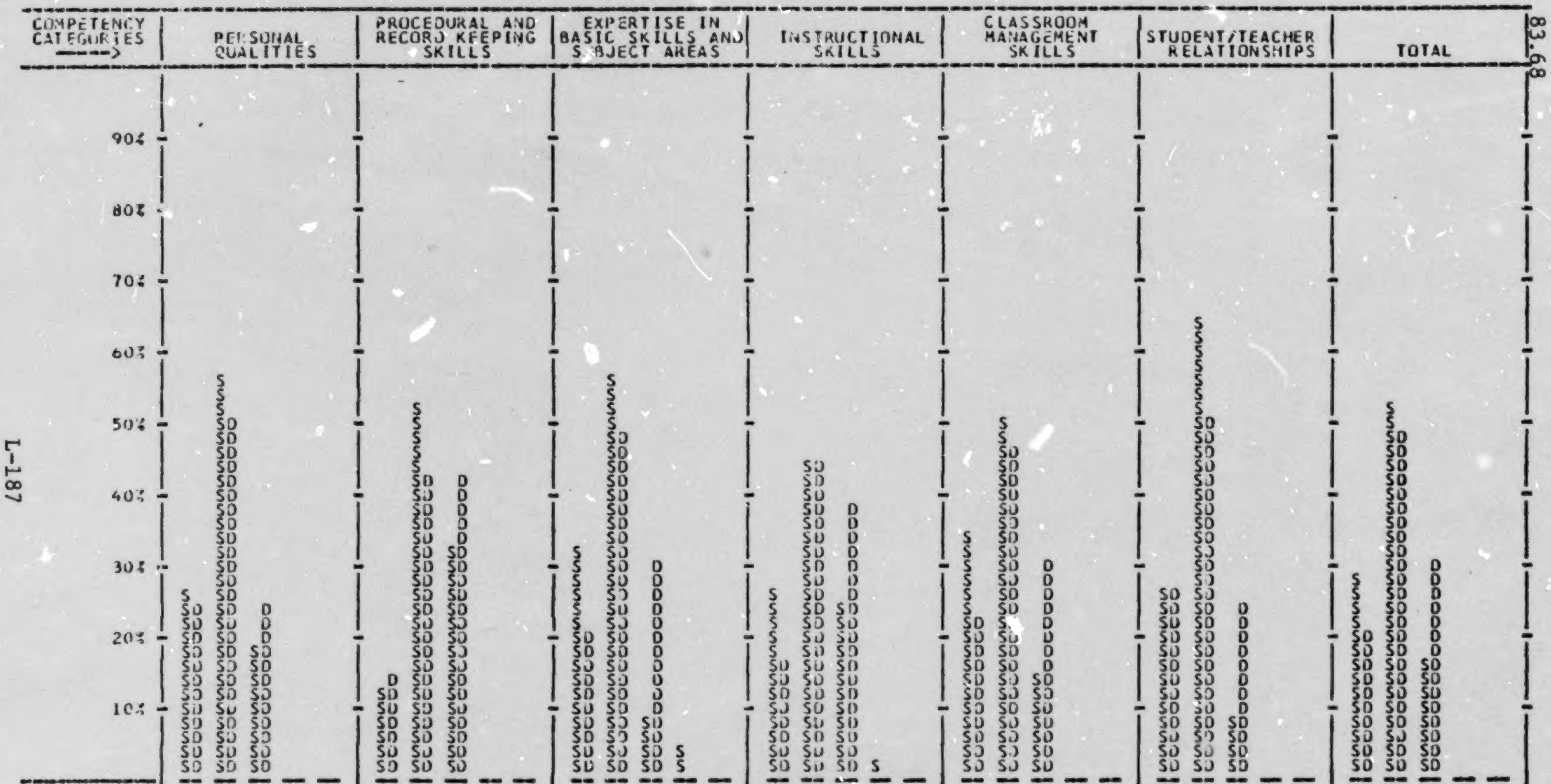

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	27	56	13	0	0	13	53	33	0	0	32	56	8	4	0	27	45	25	3	0	35	50	15	0	0	27	64	9	0	0	28	53	17	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 005

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT RIDGETOP IN 1983-84
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		12	25	8			
1. IS PUNCTUAL	3.6			3	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.6		3	2				
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	2	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			4	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		2	2	1			
6. SHOWS ENTHUSIASM FOR WORK	4.6		3	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		1	4				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6			3	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		2	3				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		2	8	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.2		1	4				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	1	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6			3	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		8	14	2	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	3		1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			4	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		2	3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.4		2	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.4		3	1	1			
IIB. INSTRUCTIONAL SKILLS	4.0		16	27	15	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8			4	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	2	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	3	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		2	1	1	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		1	2	1	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		2	2	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	3	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.6		3	2				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.2		2	2	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			3	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0		2	1	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		1	2	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		14	20	6			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.8		4	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		1	3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.4		2	3				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			5				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		3	1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		1	4				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		2	2	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		1	1	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		12	29	4			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		1	4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		2	3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		1	4				
4. TREATS STUDENTS IMPARTIALLY	4.2		1	4				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	2	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		2	2	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8			4	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		1	4				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		3	2				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT RIDGETOP IN 1983-84                                   MEAN
(NUMBER OF TEACHERS RATED = 005)                                     RATING
                                                                     ------
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        4.80
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        4.60
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        4.60
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.60
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.60
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.40
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.40
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                4.40
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         4.40
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.40
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.40
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            4.40
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        4.20
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.20
 III4. TREATS STUDENTS IMPARTIALLY                                    4.20
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   4.20
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.20
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   4.20
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      4.20
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   4.20
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         4.20
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      4.20
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.20
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        4.20
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               4.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          4.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.80
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          3.80
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.80
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.80
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.80
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.80
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.80
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.80
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.80
  IA3. EXHIBITS POISE AND SELF-CONTROL                                3.80
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.60
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.60
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.60
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.60
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.60
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.60
  IA1. IS PUNCTUAL                                                    3.60
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1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ROSEDALE

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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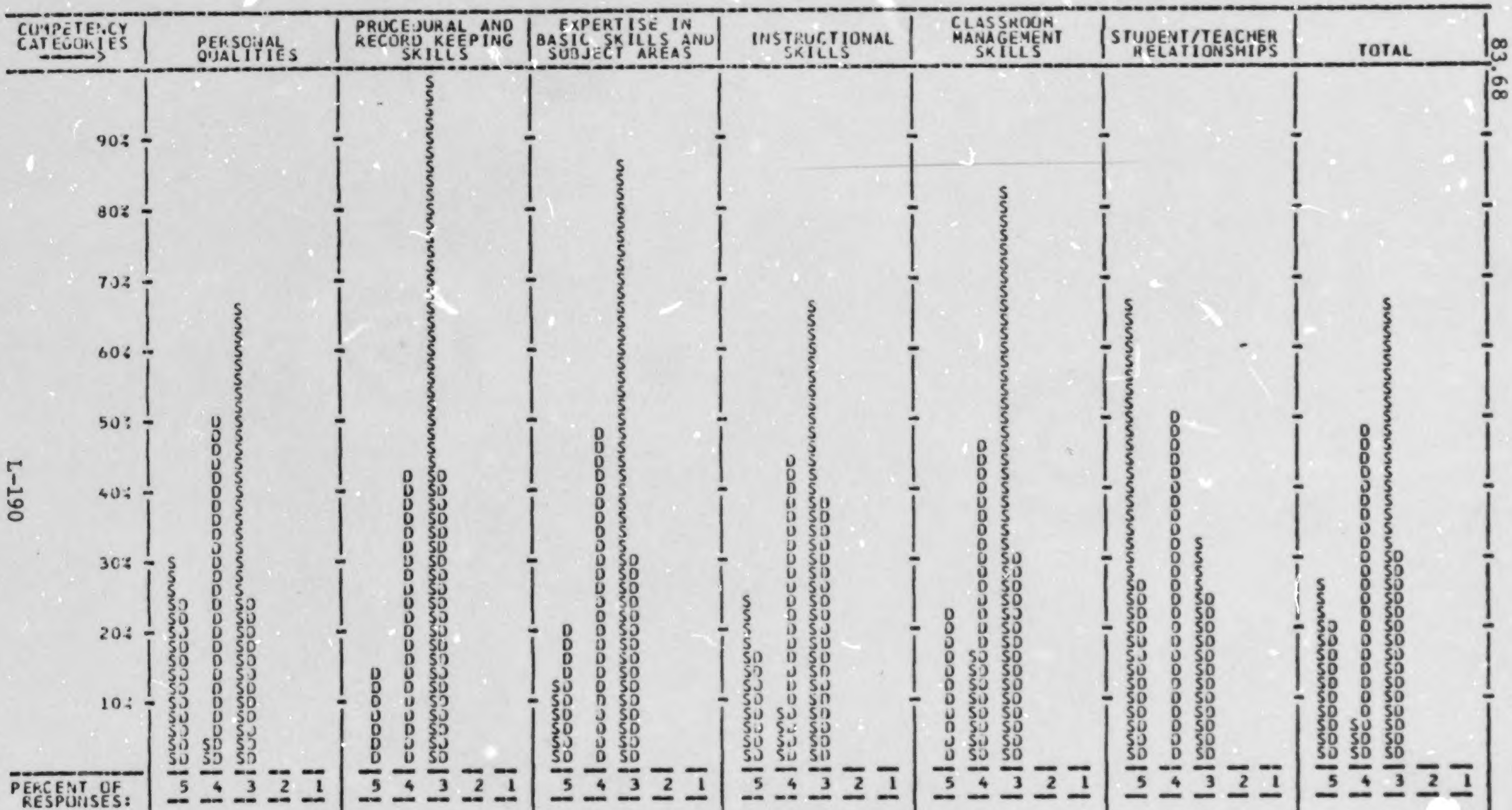

COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	39	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	[illegible]	0
SCHOOL:	30	4	67	0	0	0	0	100	0	0	13	0	87	0	0	25	8	67	0	0	0	17	83	0	0	67	0	33	0	0	27	6	67	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 003

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ROSEDALE IN 1983-84
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		8	1	18			
1. IS PUNCTUAL	4.3		2		1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		1		2			
3. EXHIBITS POISE AND SELF-CONTROL	3.0				3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.0				3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.0				3			
6. SHOWS ENTHUSIASM FOR WORK	4.3		2		1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		1		2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.7		2	1				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.0				3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				9			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.3		2		13			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		1		2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		1		2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.0				3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				3			
IIB. INSTRUCTIONAL SKILLS	3.6		9	3	24			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.0				3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	1	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		1	1	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	1	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1		2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1		2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1		2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		1		2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		1		2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7		1		2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.2			4	20			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.0				3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.0				3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.3			1	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			1	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			1	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		18		9			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		2		1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		2		1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		2		1			
4. TREATS STUDENTS IMPARTIALLY	4.3		2		1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		2		1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		2		1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		2		1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		2		1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		2		1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ROSEDALE IN 1983-84                              MEAN
(NUMBER OF TEACHERS RATED = 003)                                RATING
                                                                ------
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                          4.67
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING   4.33
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP   4.33
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS      4.33
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   4.33
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS     4.33
 III4. TREATS STUDENTS IMPARTIALLY                               4.33
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS              4.33
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS       4.33
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                  4.33
  IA6. SHOWS ENTHUSIASM FOR WORK                                 4.33
  IA1. IS PUNCTUAL                                               4.33
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM    4.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT           4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT      4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS   3.67
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY            3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG    3.67
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES              3.67
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING   3.67
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU    3.67
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT      3.67
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                 3.67
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                     3.67
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS        3.67
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK   3.33
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES              3.33
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                 3.33
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES               3.33
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT          3.00
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST           3.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS     3.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG   3.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES     3.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES      3.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES               3.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM    3.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION    3.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS         3.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                    3.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE     3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                 3.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS       3.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                   3.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                          3.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                           3.00
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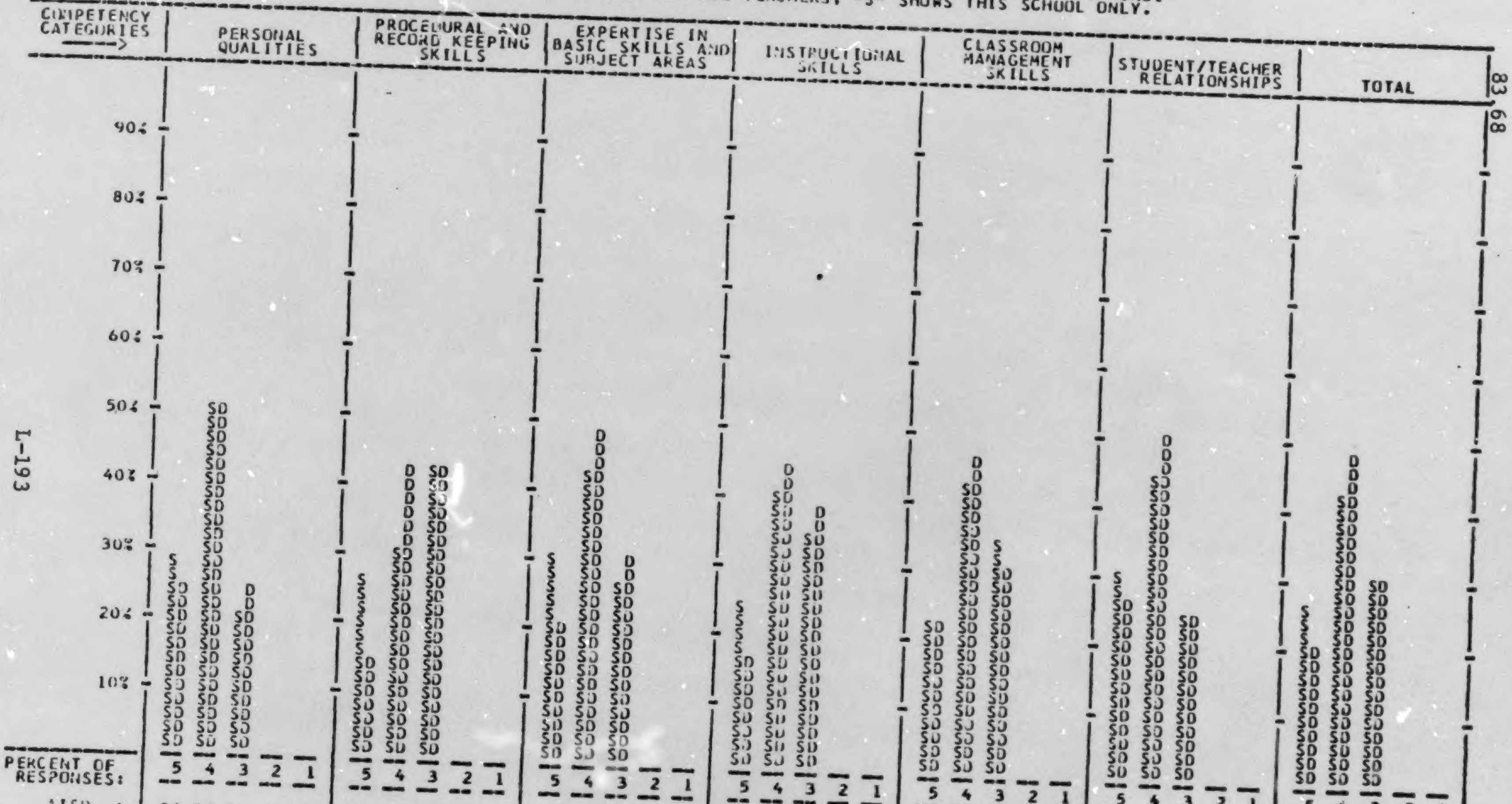
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ROSEWOOD

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

(JULY, 1984)



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	25	50	24	0	0	21	48	31	1	0
SCHOOL:	28	51	21	0	0	27	30	42	0	0	31	42	27	0	0	25	40	34	0	0	23	43	34	0	0	30	45	24	0	0	27	43	30	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.
NUMBER OF TEACHERS RATED = 011

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ROSEWOOD IN 1983-84
(NUMBER OF TEACHERS RATED = 011).

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		28	50	21			
1. IS PUNCTUAL	4.0		4	3	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		4	4	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		4	5	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		2	7	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		3	7	1			
6. SHOWS ENTHUSIASM FOR WORK	4.2		3	7	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		2	8	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		3	4	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		3	5	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		9	10	14			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		3	2	6			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9		3	4	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		3	4	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		17	23	15			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		3	5	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		3	5	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		4	4	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		5	3	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		2	6	3			
IIB. INSTRUCTIONAL SKILLS	3.9		33	53	45			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		2	5	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		2	5	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		3	6	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		4	4	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		3	3	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		4	3	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		4	5	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		4	5	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		3	5	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	5	5			
11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.6		1	5	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		2	2	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		20	38	30			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		3	3	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1	6	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		3	4	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		2	4	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		2	5	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		3	5	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		3	7	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		3	4	4			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		30	45	24			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		5	4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		2	5	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	5	4			
4. TREATS STUDENTS IMPARTIALLY	3.9		3	4	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		4	6	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		2	8	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		3	4	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		5	4	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		4	5	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ROSEWOOD IN 1983-84
(NUMBER OF TEACHERS RATED = 011)

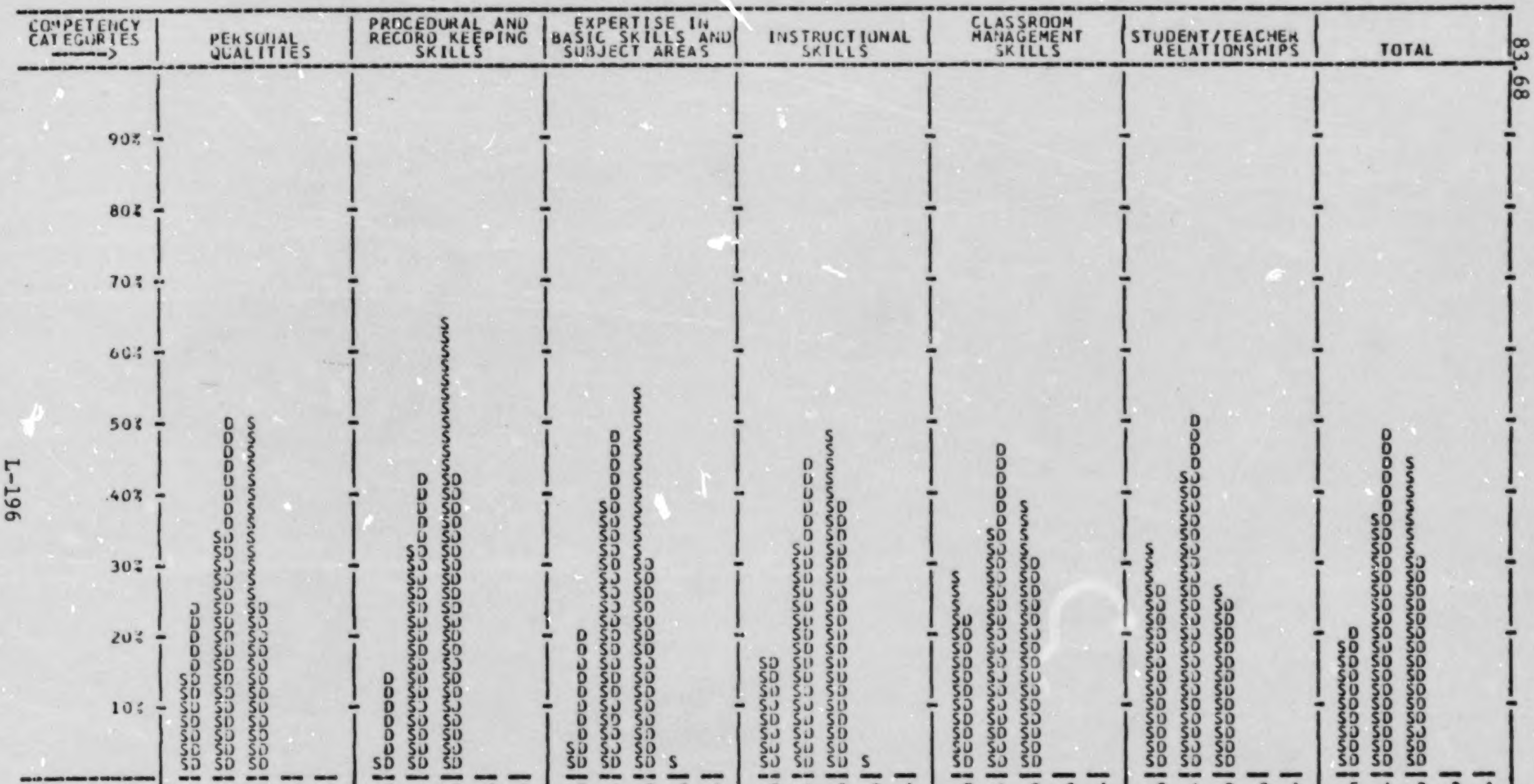
		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.27
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.27
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.27
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.18
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.18
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.18
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.18
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.18
IA6.	SHOWS ENTHUSIASM FOR WORK	4.18
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.18
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.18
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.09
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.09
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.09
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.09
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.09
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.09
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA1.	IS PUNCTUAL	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.91
III4.	TREATS STUDENTS IMPARTIALLY	3.91
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.91
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.91
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.91
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.91
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.91
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.91
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.82
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.82
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.82
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.82
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.82
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.82
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.82
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.73
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.73
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.73
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.64
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.64
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.60

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ST. ELMO (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-196



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL :	15	34	51	0	0	3	33	64	0	0	5	38	55	2	0	16	33	48	2	0	28	34	38	0	0	33	42	26	0	0	19	36	44	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 011

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ST. ELMO IN 1983-84
(NUMBER OF TEACHERS RATED = 011)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		15	34	50			
1. IS PUNCTUAL	3.6		1	5	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.1			1	10			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		2	3	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5		2	2	7			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		2	4	5			
6. SHOWS ENTHUSIASM FOR WORK	3.6		1	5	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		3	5	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		3	5	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		1	4	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		1	11	21			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		1	3	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			4	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			4	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		3	21	30	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.2			3	7	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			4	7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5			6	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6		2	3	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	5	5			
IIB. INSTRUCTIONAL SKILLS	3.6		21	44	64	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	5	4	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		2	4	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		4	4	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		4	3	2	2		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			5	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		4	2	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		3	5	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		3	3	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			4	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			3	8			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			3	8			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			3	8			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		24	30	33			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		4	5	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		5	3	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		2	6	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		2	4	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		3	3	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		3	2	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		3	4	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		2	3	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		32	41	25			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		3	5	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		5	4	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		4	3	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		3	4	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		2	7	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		3	4	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		4	5	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		6	4	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		2	5	4			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ST. ELMO IN 1983-84                                 MEAN
(NUMBER OF TEACHERS RATED = 011)                                   RATING
                                                                   ------
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.45
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          4.27
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         4.18
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        4.18
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      4.18
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.10
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        4.09
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.91
 III4. TREATS STUDENTS IMPARTIALLY                                  3.91
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.91
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.91
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.91
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  3.90
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.82
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.82
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.82
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.73
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.73
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.73
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.73
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.64
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.64
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.64
  IA6. SHOWS ENTHUSIASM FOR WORK                                    3.64
  IA3. EXHIBITS POISE AND SELF-CONTROL                              3.64
  IA1. IS PUNCTUAL                                                  3.64
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.55
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         3.55
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.55
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             3.55
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.45
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.45
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.36
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.36
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.36
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.36
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.27
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.27
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.27
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.18
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.09
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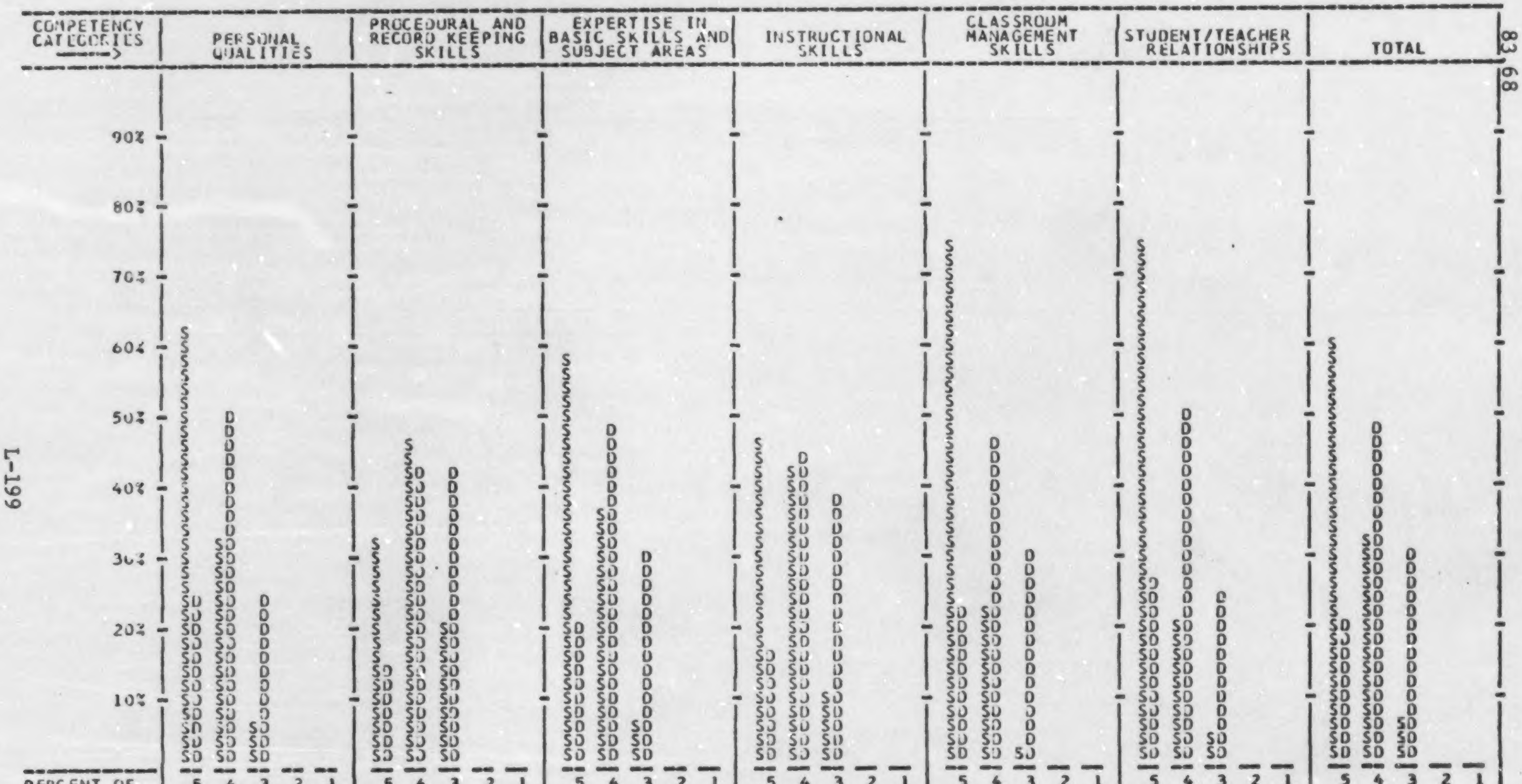
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SANCHEZ (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	62	32	6	0	0	33	47	20	0	0	58	36	6	0	0	46	43	11	0	0	75	23	3	0	0	74	21	4	0	0	60	33	7	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SANCHEZ IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.6		56	29	5			
1. IS PUNCTUAL	4.6		8		2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.7		7	3				
3. EXHIBITS POISE AND SELF-CONTROL	4.5		6	3	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		4	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.6		7	2	1			
6. SHOWS ENTHUSIASM FOR WORK	4.7		7	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		6	4				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.5		5	5				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.6		6	4				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		10	14	6			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		3	4	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		3	5	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		4	5	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.5		29	18	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.6		6	4				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.4		5	4	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.6		7	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.6		6	4				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.4		5	4	1			
IIB. INSTRUCTIONAL SKILLS	4.4		55	52	13			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		3	5	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.4		5	4	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		6	3	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.4		6	2	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.2		3	6	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.6		6	4				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		4	5	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.6		7	2	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.3		4	5	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.2		3	6	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.2		3	6	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.4		5	4	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.7		60	18	2			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.8		8	2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.8		9		1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.6		7	2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.6		6	4				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.8		8	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.8		8	2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.8		8	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.6		6	4				
III. STUDENT/TEACHER RELATIONSHIPS	4.7		67	19	4			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.8		8	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.7		8	1	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		6	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.6		7	2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		8	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		7	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.7		8	1	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		7	3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.8		8	2				

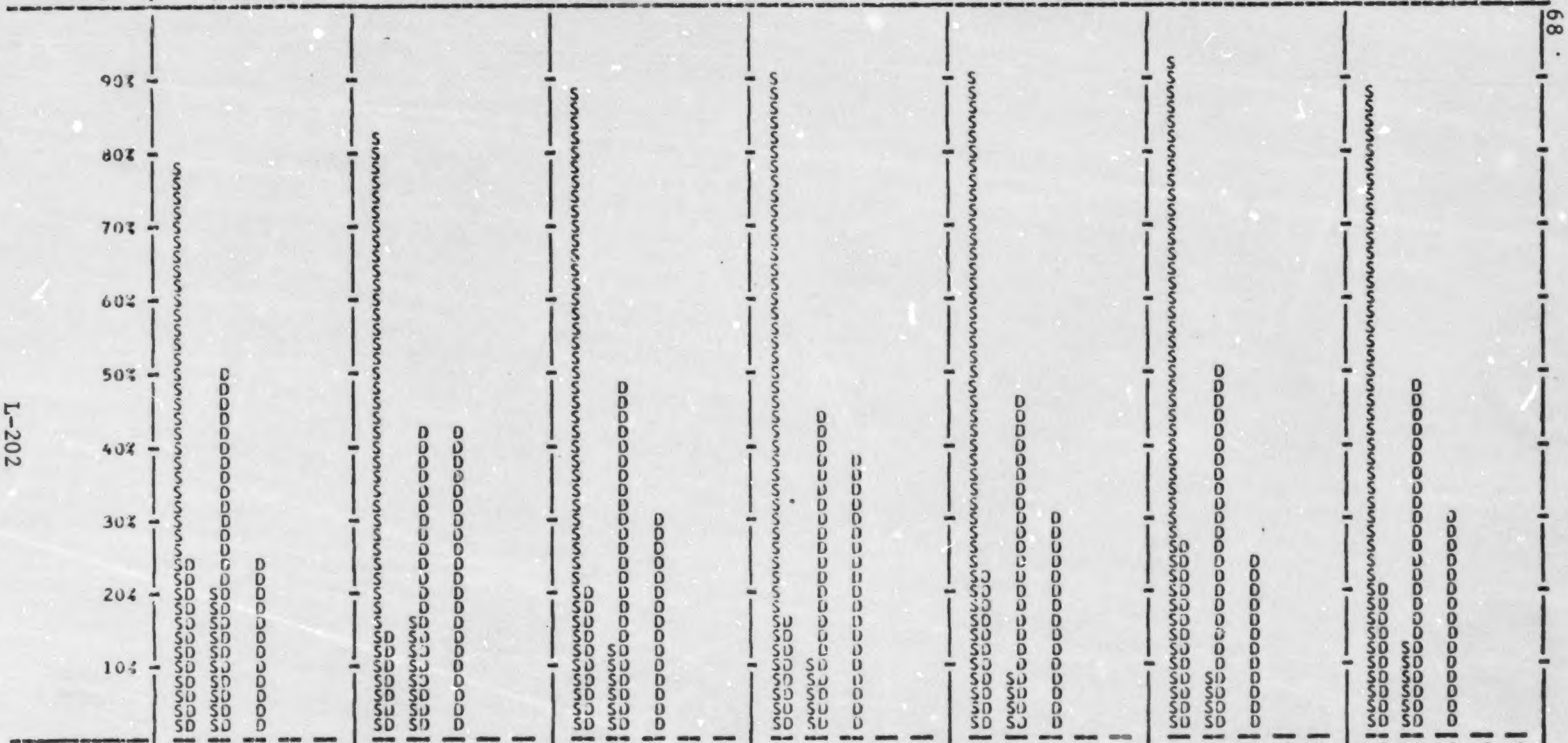
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SANCHEZ IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN RATING
IID9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.80
IID5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.80
IID1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.80
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.80
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.80
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.80
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.80
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.80
IID8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.70
IID7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.70
IID6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.70
IID2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.70
IA6. SHOWS ENTHUSIASM FOR WORK	4.70
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.70
IID4. TREATS STUDENTS IMPARTIALLY	4.60
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.60
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.60
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.60
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.60
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.60
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.60
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.60
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.60
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.60
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.60
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.60
IA1. IS PUNCTUAL	4.60
IID3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.50
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.50
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.50
IA3. EXHIBITS POISE AND SELF-CONTROL	4.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.40
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.40
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.40
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.40
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.40
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.30
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.30
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.30
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.30
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.20
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.20
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.20
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.10
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.10
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SIMS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	79	21	0	0	0	83	17	0	0	0	88	13	0	0	0	90	10	0	0	0	91	9	0	0	0	92	8	0	0	0	88	12	0	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

L-202

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SIMS IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.8		71	19				
1. IS PUNCTUAL	4.7		7	3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		5	5				
3. EXHIBITS POISE AND SELF-CONTROL	5.0		10					
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.7		7	3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.9		9	1				
6. SHOWS ENTHUSIASM FOR WORK	5.0		10					
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.9		9	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.6		6	4				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.8		8	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.8		24	5				1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.9		9	1				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.7		7	3				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.9		8	1				1
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.9		42	6				2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.9		9	1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.9		8	1				1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.8		8	2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.9		9	1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.9		8	1				1
IIB. INSTRUCTIONAL SKILLS	4.9		106	12				2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	5.0		10					
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	5.0		9					1
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.9		9	1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.9		9	1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.8		8	2				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.9		9	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	5.0		10					
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.8		8	2				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.8		8	2				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.9		9	1				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.9		9	1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.9		8	1				1
IIC. CLASSROOM MANAGEMENT SKILLS	4.9		73	7				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.9		9	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	5.0		10					
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.9		9	1				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.9		9	1				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.9		9	1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.9		9	1				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.9		9	1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.9		9	1				
III. STUDENT/TEACHER RELATIONSHIPS	4.9		83	7				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.9		9	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.9		9	1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.9		9	1				
4. TREATS STUDENTS IMPARTIALLY	4.9		9	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.7		7	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	5.0		10					
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	5.0		10					
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	5.0		10					
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.0		10					

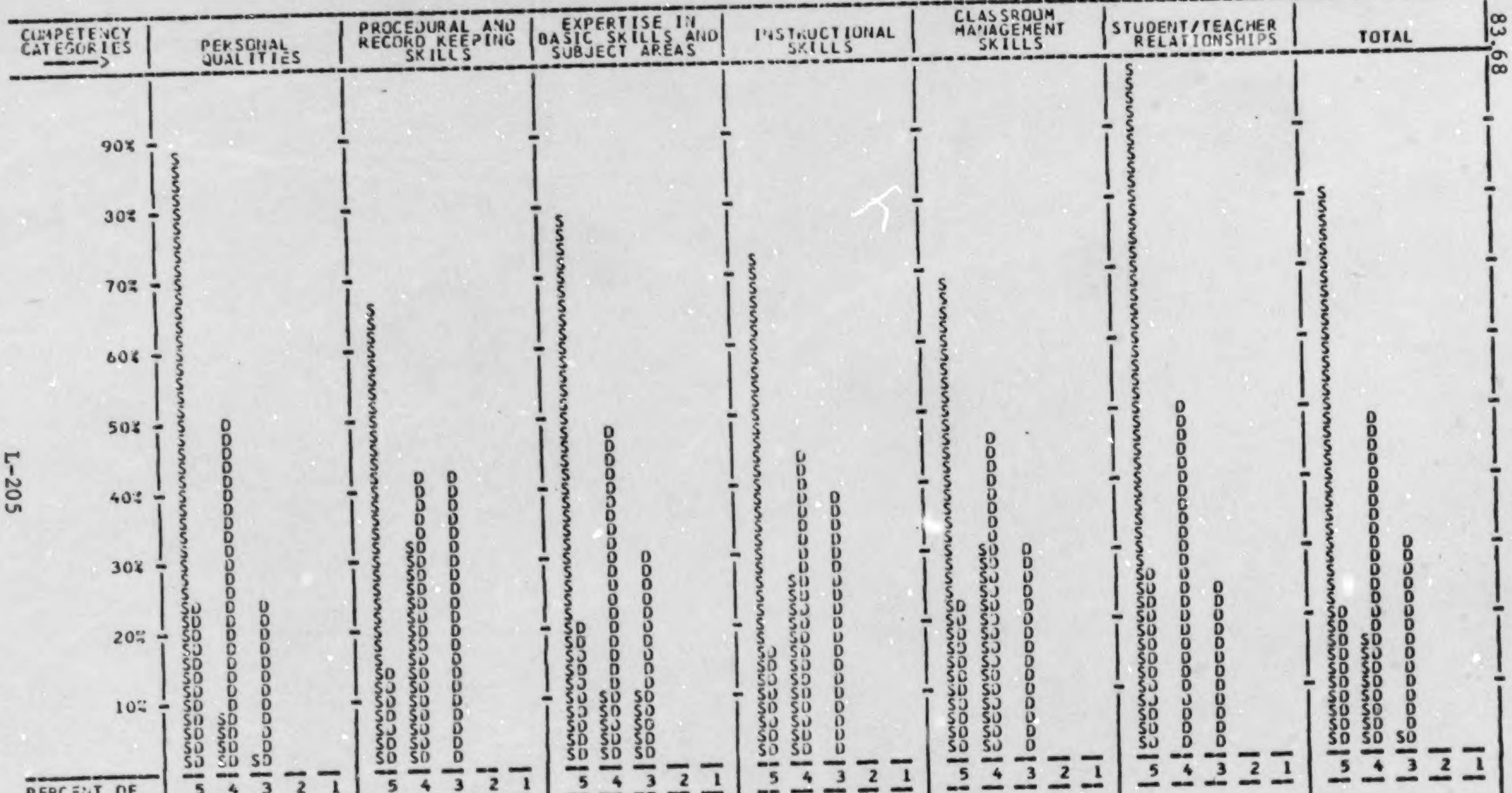
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SIMS IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	5.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	5.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	5.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	5.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	5.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	5.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	5.00
IA6.	SHOWS ENTHUSIASM FOR WORK	5.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	5.00
III4.	TREATS STUDENTS IMPARTIALLY	4.90
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.90
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.90
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.90
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.90
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.90
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.90
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.90
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.90
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.90
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.90
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.90
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.90
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.90
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.90
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.90
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.90
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.90
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.90
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.90
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.90
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.89
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.89
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.89
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.89
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.80
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.80
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.80
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.80
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.80
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.70
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.70
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.70
IA1.	IS PUNCTUAL	4.70
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.60
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.50

(JULY, 1984)

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SUMMIT

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



L-205

PERCENT OF RESPONSES:	PERSONAL QUALITIES 5	4	3	2	1	PROCEDURAL AND RECORD KEEPING SKILLS 5	4	3	2	1	EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS 5	4	3	2	1	INSTRUCTIONAL SKILLS 5	4	3	2	1	CLASSROOM MANAGEMENT SKILLS 5	4	3	2	1	STUDENT/TEACHER RELATIONSHIPS 5	4	3	2	1	TOTAL 5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	89	8	3	0	0	67	33	0	0	0	79	11	11	0	0	73	27	0	0	0	69	31	0	0	0	100	0	0	0	0	81	17	2	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 004

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SUMMITT IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.9		32	3	1			
1. IS PUNCTUAL	4.3		2	1	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	5.0		4					
3. EXHIBITS POISE AND SELF-CONTROL	5.0		4					
4. PRESENTS AN EFFECTIVE ROLE MODEL	5.0		4					
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.8		3	1				
6. SHOWS ENTHUSIASM FOR WORK	5.0		4					
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		4					
8. DEMONSTRATES PROFESSIONAL GROWTH	5.0		4					
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.8		3	1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.7		8	4				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.5		2	2				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.8		3	1				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.8		3	1				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.7		15	2	2			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	5.0		4					
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	5.0		3					
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		2	1	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	5.0		4					
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		2	1	1			
IIB. INSTRUCTIONAL SKILLS	4.7		35	13				
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.8		3	1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.8		3	1				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.5		2	2				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.8		3	1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.8		3	1				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.8		3	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.8		3	1				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.8		3	1				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.8		3	1				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.8		3	1				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.8		3	1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.8		3	1				
IIC. CLASSROOM MANAGEMENT SKILLS	4.7		22	10				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.8		3	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.5		2	2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.5		2	2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.8		3	1				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.8		3	1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		3	1				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.8		3	1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.8		3	1				
III. STUDENT/TEACHER RELATIONSHIPS	5.0		36					
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	5.0		4					
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	5.0		4					
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	5.0		4					
4. TREATS STUDENTS IMPARTIALLY	5.0		4					
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	5.0		4					
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	5.0		4					
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	5.0		4					
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	5.0		4					
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.0		4					

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SUMMITT IN 1983-84
(NUMBER OF TEACHERS RATED = 004)

		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	5.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	5.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	5.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	5.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	5.00
III4.	TREATS STUDENTS IMPARTIALLY	5.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	5.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	5.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	5.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	5.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	5.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	5.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	5.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.00
IA6.	SHOWS ENTHUSIASM FOR WORK	5.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	5.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	5.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	5.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.75
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.75
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.75
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.75
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.75
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.75
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.75
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.75
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.75
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.75
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.75
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.75
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.75
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.75
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.75
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.75
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.75
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.75
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.75
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.75
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.75
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.25
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.25
IA1.	IS PUNCTUAL	4.25

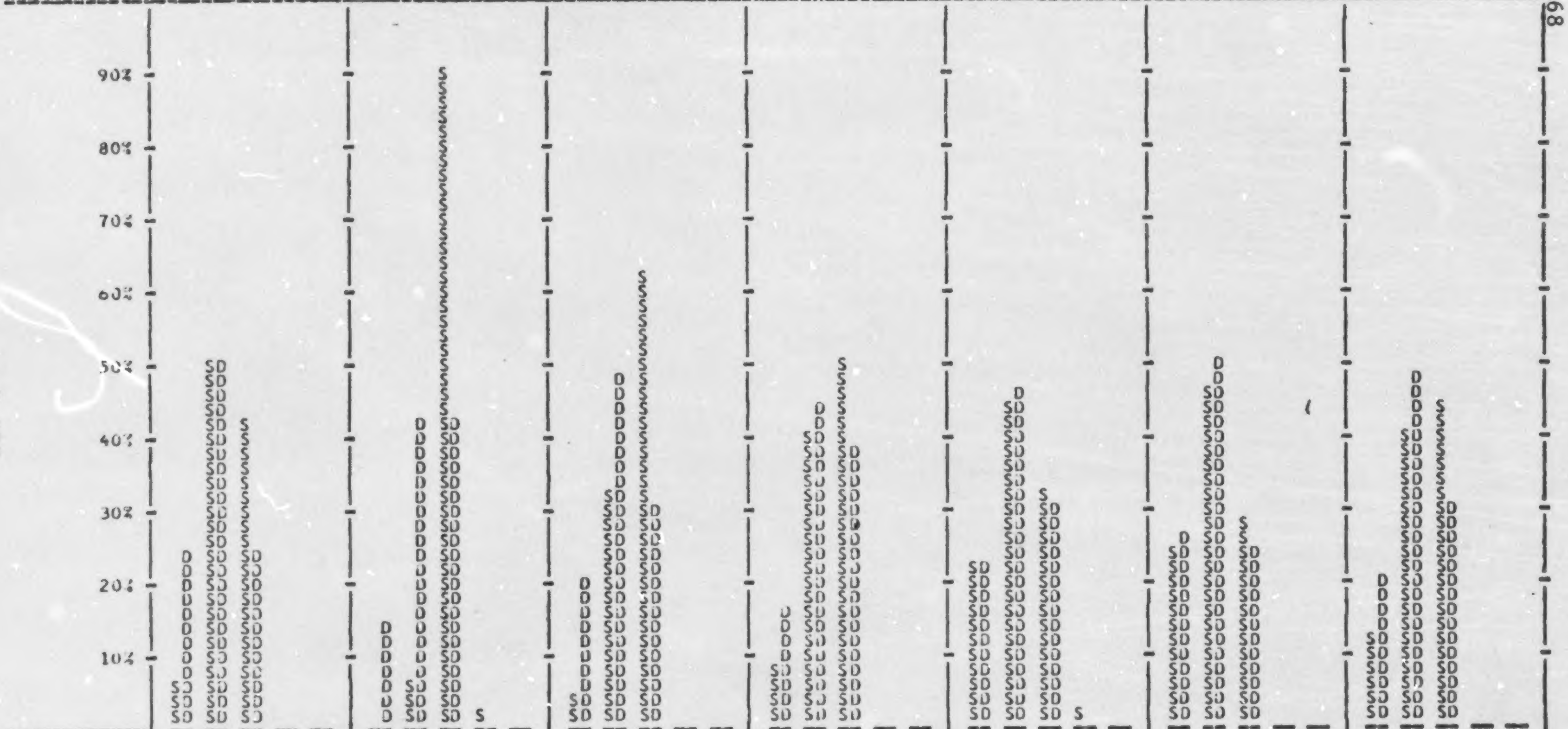
L-207

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SUNSET VALLEY (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-208



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	6	50	42	1	0	0	7	91	2	0	4	33	63	0	0	9	40	50	1	0	22	45	32	2	0	24	47	29	0	0	12	41	45	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT SUNSET VALLEY IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		8	68	57	2		
1. IS PUNCTUAL	3.3			4	11			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.3			5	9	1		
3. EXHIBITS POISE AND SELF-CONTROL	3.6		1	7	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		1	11	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5		1	6	7	1		
6. SHOWS ENTHUSIASM FOR WORK	3.7		1	9	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		2	10	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6			9	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		2	7	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0			3	41	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				15			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				15			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			3	11	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4		3	24	46			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.2		1	1	13			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			3	10			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5			7	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	8	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			5	10			
IIB. INSTRUCTIONAL SKILLS	3.6		16	71	90	2		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		1	9	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			7	8			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	9	4	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			9	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			4	11			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		6	6	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		3	6	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		3	6	5	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			4	11			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			4	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3		1	3	11			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		1	4	9			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		26	54	38	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		4	6	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1	9	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		5	6	3	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			9	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		5	5	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		5	5	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		3	8	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		3	6	5	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.9		32	64	39			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		4	7	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		2	8	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		3	8	4			
4. TREATS STUDENTS IMPARTIALLY	3.8		2	8	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		4	6	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		5	6	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		3	8	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		5	5	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		4	8	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT SUNSET VALLEY IN 1983-84                              MEAN
(NUMBER OF TEACHERS RATED = 015)                                     RATING
                                                                     ------
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          4.20
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         4.07
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         4.07
III8. RESPECTS RTS OF STUDENTS,-ENCOURAGE THEIR SENSE OF RESP         4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        4.00
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.93
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.93
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.93
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.93
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         3.93
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           3.93
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                3.87
III4. TREATS STUDENTS IMPARTIALLY                                     3.80
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.80
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.80
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.80
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.73
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.73
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.73
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.73
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             3.73
 IA6. SHOWS ENTHUSIASM FOR WORK                                       3.73
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.67
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.60
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.60
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.60
 IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.60
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.47
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            3.47
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.47
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.43
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.33
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.33
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.27
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.27
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.27
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.27
 IA1. IS PUNCTUAL                                                     3.27
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.23
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       3.20
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.13
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.00
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.00
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L-210

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR TRAVIS HEIGHTS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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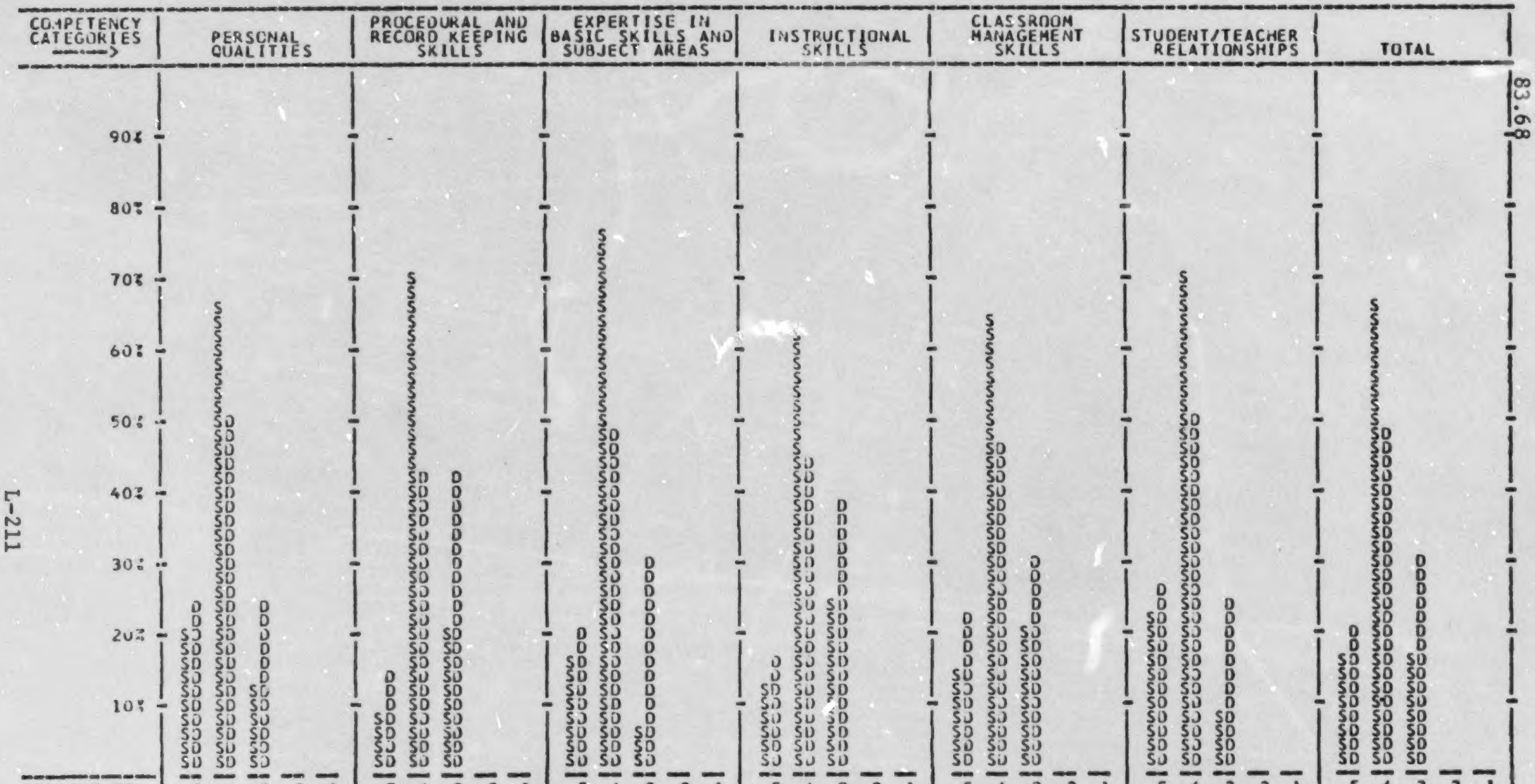

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	21	66	13	1	0	8	71	21	0	0	17	76	7	0	0	12	63	25	0	0	15	65	21	0	0	22	71	8	0	0	16	67	16	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 016

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT TRAVIS HEIGHTS IN 1983-84
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		30	95	18	1		
1. IS PUNCTUAL	4.0		5	7	3	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8			12	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.9			15	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		8	7	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	14	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		3	12	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		5	10	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		3	11	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		5	7	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		4	34	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.1		2	13	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6			10	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		2	11	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		13	58	5			4
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		2	14				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.1		1	11				4
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		5	7	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		4	11	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		1	15				
IIB. INSTRUCTIONAL SKILLS	3.9		22	119	47			3
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	14	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9			15	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		1	11	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		4	7	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		5	4	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		1	15				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	14	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		2	5	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.2		4	10	1			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	7	8			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		1	9	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		1	8	4			2
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		18	80	26			3
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		5	11				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8			13	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		5	6	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		1	12	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		6	9	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7			10	5			1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8			13	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		1	6	6			2
III. STUDENT/TEACHER RELATIONSHIPS	4.1		31	102	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		9	5	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		4	11	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	14	1			
4. TREATS STUDENTS IMPARTIALLY	3.9			15	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	14	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		6	7	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		5	10	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		3	12	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		2	14				

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT TRAVIS HEIGHTS IN 1983-84
(NUMBER OF TEACHERS RATED = 016)

	MEAN RATING
IIII. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.44
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.44
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.31
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.31
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.20
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.19
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.19
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.19
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.13
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.13
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.13
IA6. SHOWS ENTHUSIASM FOR WORK	4.13
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.08
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.06
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.06
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.06
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.06
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.06
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.06
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA1. IS PUNCTUAL	4.00
III4. TREATS STUDENTS IMPARTIALLY	3.94
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.94
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.94
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.94
IA3. EXHIBITS POISE AND SELF-CONTROL	3.94
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.88
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.88
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.81
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.81
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.81
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.77
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.75
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.69
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.67
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.63
IIC5. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.62
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.56
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.56

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR WALNUT CREEK (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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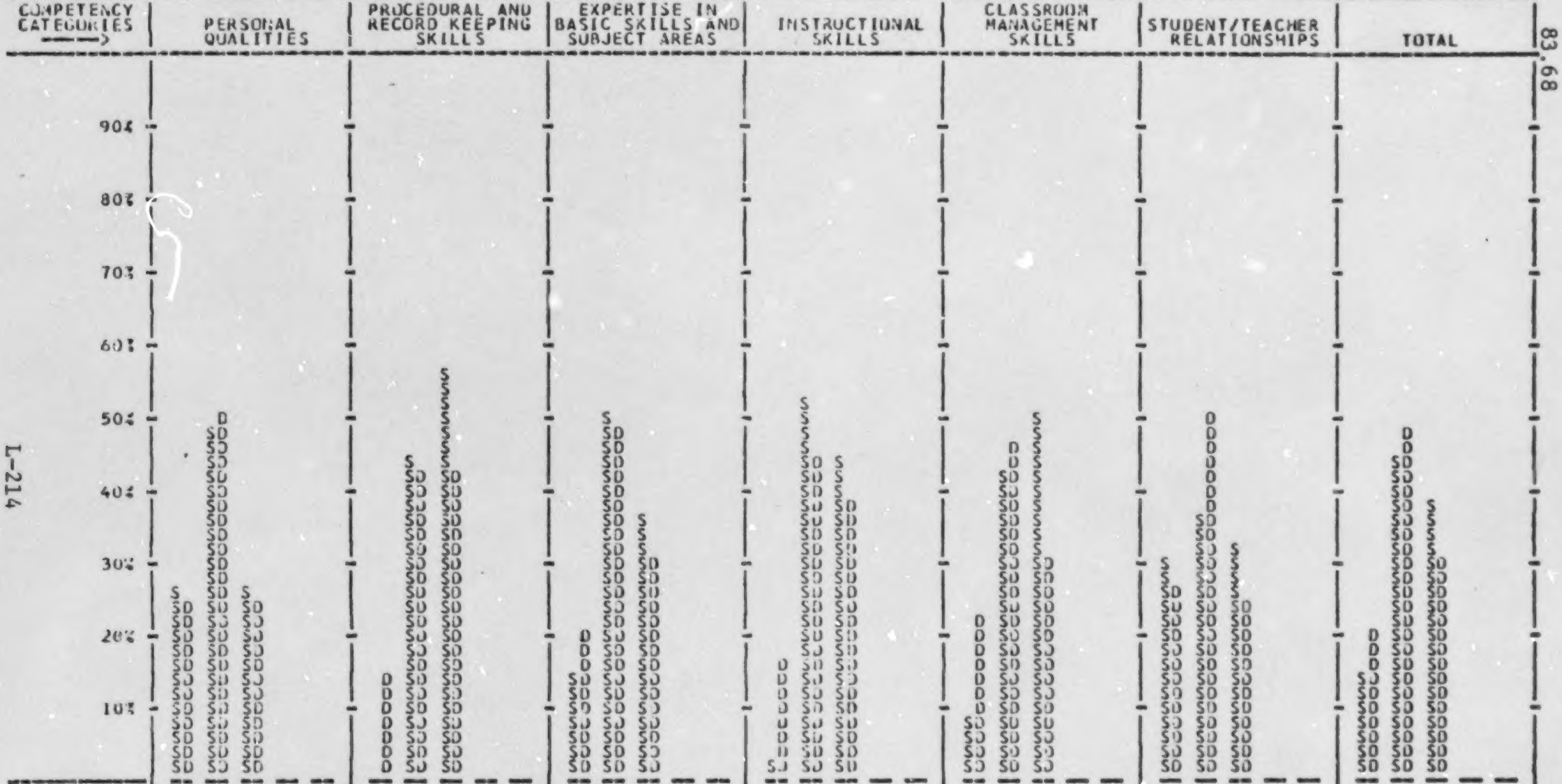

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	26	48	26	0	0	0	44	56	0	0	14	50	36	0	0	3	52	45	0	0	8	42	50	0	0	30	37	33	0	0	15	45	39	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 003

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WALNUT CREEK IN 1983-84
(NUMBER OF TEACHERS RATED = 003)

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		7	13	7			
1. IS PUNCTUAL	3.7		1		2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			3				
3. EXHIBITS POISE AND SELF-CONTROL	4.0		1	1	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	1	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			2	1			
6. SHOWS ENTHUSIASM FOR WORK	4.7		2	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	1	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7			2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		1	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			4	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			2	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			1	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			1	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	1	2	7	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		1	2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0	1	1		1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7			2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			2	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			1	2			
IIB. INSTRUCTIONAL SKILLS	3.6	5	1	16	14			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			2	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			2	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7			2	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.3			1	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			2	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7			2	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1		2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	1		1	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0	2		1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0	2		1				
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		2	10	12			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.3			1	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1		2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		1	1	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			1	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			1	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			2	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7			2	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		8	10	9			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	1	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	1	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	1	1			
4. TREATS STUDENTS IMPARTIALLY	4.0		1	1	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	1	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	1	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		1	1	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			2	1			

L-215

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WALNUT CREEK IN 1983-84                          MEAN
(NUMBER OF TEACHERS RATED = 003)                                RATING
                                                                ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                  4.67
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  4.33
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        4.33
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    4.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.00
 III4. TREATS STUDENTS IMPARTIALLY                                4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.00
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                            4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         4.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    3.67
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    3.67
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               3.67
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                3.67
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      3.67
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    3.67
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     3.67
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     3.67
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      3.67
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       3.67
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                3.67
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     3.67
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       3.67
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  3.67
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                           3.67
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    3.67
  IA1. IS PUNCTUAL                                                3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  3.33
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           3.33
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    3.33
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               3.33
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            3.33
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       3.33
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     3.33
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     3.33
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      3.33
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1983-84 SUMMARY OF TEACHER EVALUATIONS FOR WEBB (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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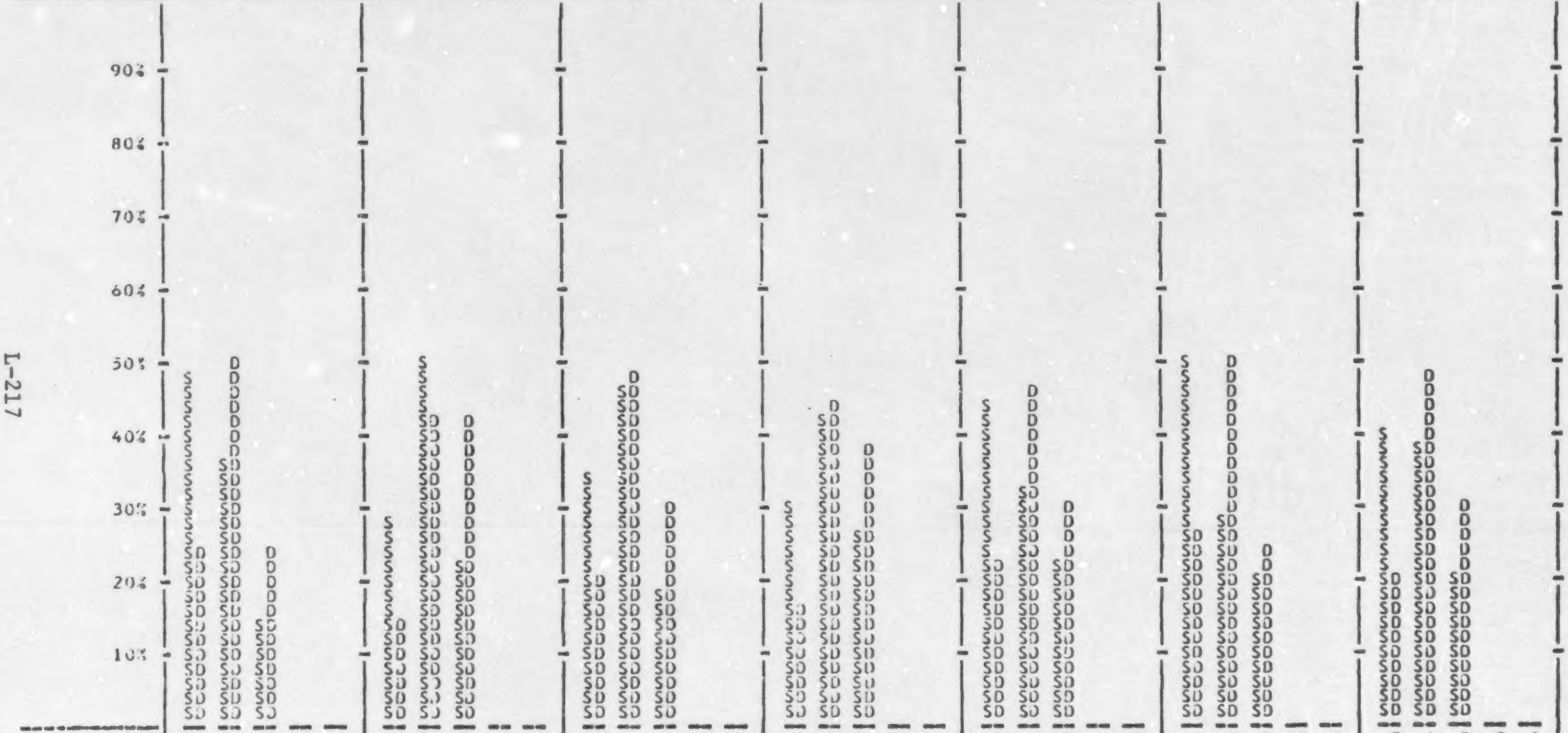

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL :	48	37	14	1	0	28	50	22	0	0	35	47	19	0	0	31	42	26	1	0	44	33	22	1	0	50	29	21	0	0	40	38	21	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 012

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WEBB IN 1983-84
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		52	40	15	1		
1. IS PUNCTUAL	4.3		6	4	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.7		9	2	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		6	4	1	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		5	5	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		4	5	3			
6. SHOWS ENTHUSIASM FOR WORK -	4.4		5	7				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		6	4	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		5	5	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		6	4	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		10	18	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		3	6	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		3	6	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.2		4	6	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		21	28	11			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		5	6	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		4	4	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		4	6	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		4	6	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.2		4	6	2			
IIB. INSTRUCTIONAL SKILLS	4.0		44	60	38	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		4	6	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		3	7	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		4	5	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		3	5	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		3	5	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		6	3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		5	4	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		4	3	4	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		2	5	4	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9		3	5	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		4	5	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.1		3	7	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		42	32	21	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		7	1	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		4	6	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		6	3	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.2		6	3	2	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		5	6	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		6	4	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		5	6	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		3	3	6			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		54	31	23			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		4	6	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		8		4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		6	3	3			
4. TREATS STUDENTS IMPARTIALLY	4.4		7	3	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		5	5	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		4	5	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		7	3	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		7	3	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		6	3	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WEBB IN 1983-84                                          MEAN
(NUMBER OF TEACHERS RATED = 012)                                        RATING
                                                                        ------
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                 4.67
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP            4.42
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS               4.42
III4. TREATS STUDENTS IMPARTIALLY                                        4.42
 IA6. SHOWS ENTHUSIASM FOR WORK                                          4.42
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                4.33
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                       4.33
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                          4.33
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                        4.33
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                          4.33
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                4.33
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                              4.33
 IA1. IS PUNCTUAL                                                        4.33
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING            4.25
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS              4.25
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                       4.25
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                    4.25
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG            4.25
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM             4.25
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                   4.25
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                   4.25
 IA3. EXHIBITS POISE AND SELF-CONTROL                                    4.25
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                           4.17
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                   4.17
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS              4.17
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU             4.17
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                        4.17
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM             4.17
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION             4.17
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT               4.17
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                             4.17
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST            4.08
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           4.08
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                    4.08
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES              4.08
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES               4.08
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                            4.08
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                  4.00
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE              4.00
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                          4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            3.92
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                    3.92
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT               3.92
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING            3.83
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK            3.75
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                       3.67
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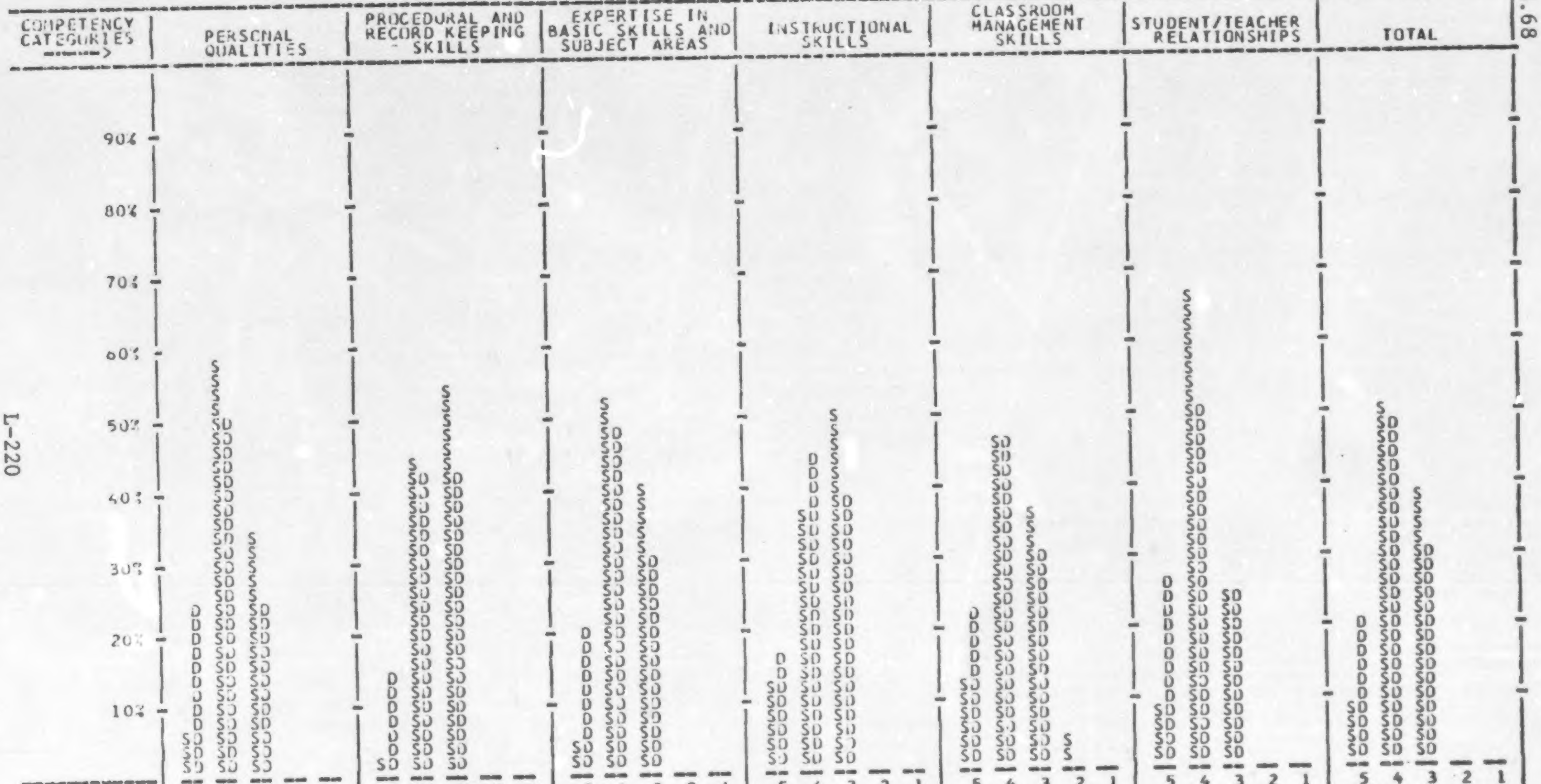
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR WILLIAMS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	6	59	34	1	0	2	44	54	0	0	5	53	41	1	0	12	37	51	1	0	13	47	37	4	0	8	66	25	1	0	9	51	39	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 016

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WILLIAMS IN 1983-84
(NUMBER OF TEACHERS RATED = 016)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		8	85	49	2		
1. IS PUNCTUAL	3.5		1	6	9			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			11	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			9	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		1	10	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			8	7	1		
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	12	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		1	11	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		2	7	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		1	11	3	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		1	21	26			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		1	6	9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			7	9			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			8	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		4	42	32	1		1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			10	5	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6			9	6			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.6		1	7	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		2	7	7			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		1	9	6			
IIB. INSTRUCTIONAL SKILLS	3.6		23	71	97	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		3	8	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	10	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		5	6	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		2	6	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		3	6	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		4	7	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		1	8	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		3	8	4	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3		1	2	13			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.1			2	14			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	13			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			5	11			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		16	60	47	5		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		3	9	3	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		3	7	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		2	5	9			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		1	8	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		2	11	2	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		1	8	6	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	9	5	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		3	3	9	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.8		12	95	36	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		1	11	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	10	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		1	12	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		1	13	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		1	12	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		1	12	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		3	9	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	11	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.4		1	5	9	1		

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WILLIAMS IN 1983-84
(NUMBER OF TEACHERS RATED = 016)

		MEAN RATING
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.94
III4.	TREATS STUDENTS IMPARTIALLY	3.94
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.94
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.88
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.88
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.88
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.88
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.88
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.88
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.88
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.81
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.81
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.81
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.81
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.81
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.75
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.75
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.75
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.75
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.69
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.69
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.69
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.69
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.63
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.63
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.63
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.63
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.60
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.56
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.56
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.56
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.56
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.56
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IA1.	IS PUNCTUAL	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.44
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.44
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.38
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.31
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.25
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.19
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.13

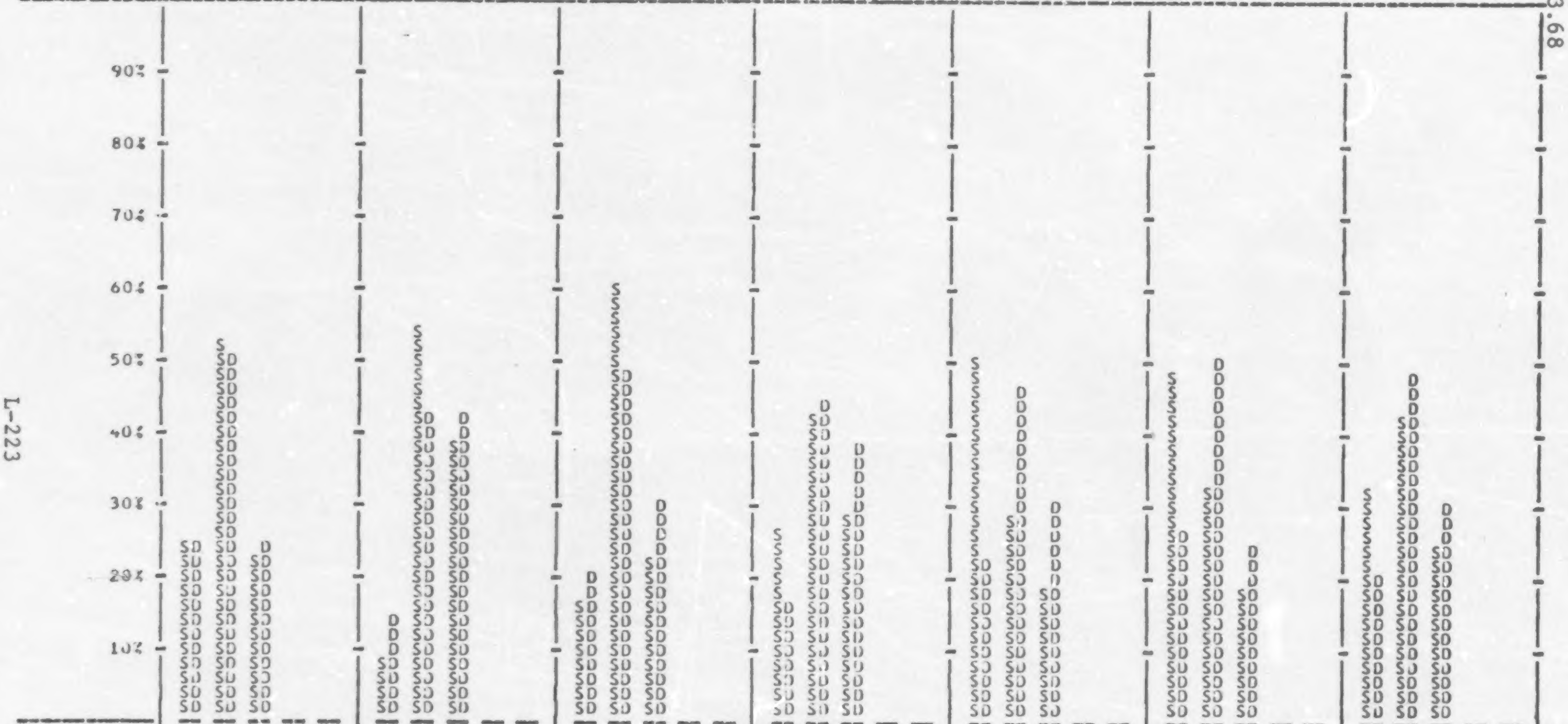
L-222

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR WINN (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

L-223

83.68



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	[illegible]	[illegible]	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	25	53	22	0	0	8	54	38	0	0	17	61	22	0	0	27	43	29	1	0	51	29	19	0	0	49	32	19	1	0	33	43	24	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WINN IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		29	62	26			
1. IS PUNCTUAL	4.2		5	5	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		4	7	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		2	8	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		3	7	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		3	7	3			
6. SHOWS ENTHUSIASM FOR WORK	4.2		4	7	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		4	7	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		2	6	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		2	8	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		3	21	15			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	7	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		1	7	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		1	7	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		11	39	14			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		2	8	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9		2	7	3			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		2	8	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		4	7	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	9	3			
IIB. INSTRUCTIONAL SKILLS	4.0	39	32	50	34	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		5	5	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		5	5	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		4	4	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		4	4	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		2	6	4	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.4		7	4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		3	8	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	7	5			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1	7	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG		13						
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY		13						
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS		13						
IIC. CLASSROOM MANAGEMENT SKILLS	4.3	1	53	30	20			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.5		7	5	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		7	3	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		6	4	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.3		7	3	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		7	3	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		7	3	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.4		7	4	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.3	1	5	5	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		57	37	22	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		7	4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		7	4	1	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		6	5	2			
4. TREATS STUDENTS IMPARTIALLY	4.3		6	5	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		6	4	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		6	4	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.2		6	4	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		6	5	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2		7	2	4			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WINN IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN RATING
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.46
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.38
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.38
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.38
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.31
III4. TREATS STUDENTS IMPARTIALLY	4.31
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.31
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.31
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.31
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.31
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.31
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.31
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.25
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.23
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.23
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.23
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.23
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.23
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.20
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.20
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.20
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.15
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.15
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.15
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.15
IA6. SHOWS ENTHUSIASM FOR WORK	4.15
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.15
IA1. IS PUNCTUAL	4.15
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.08
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.92
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.92
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.92
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.92
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.92
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.92
IA3. EXHIBITS POISE AND SELF-CONTROL	3.92
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.85
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.77
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.69
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.69
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.69
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.69
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.69
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.69

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR WOOLDRIDGE

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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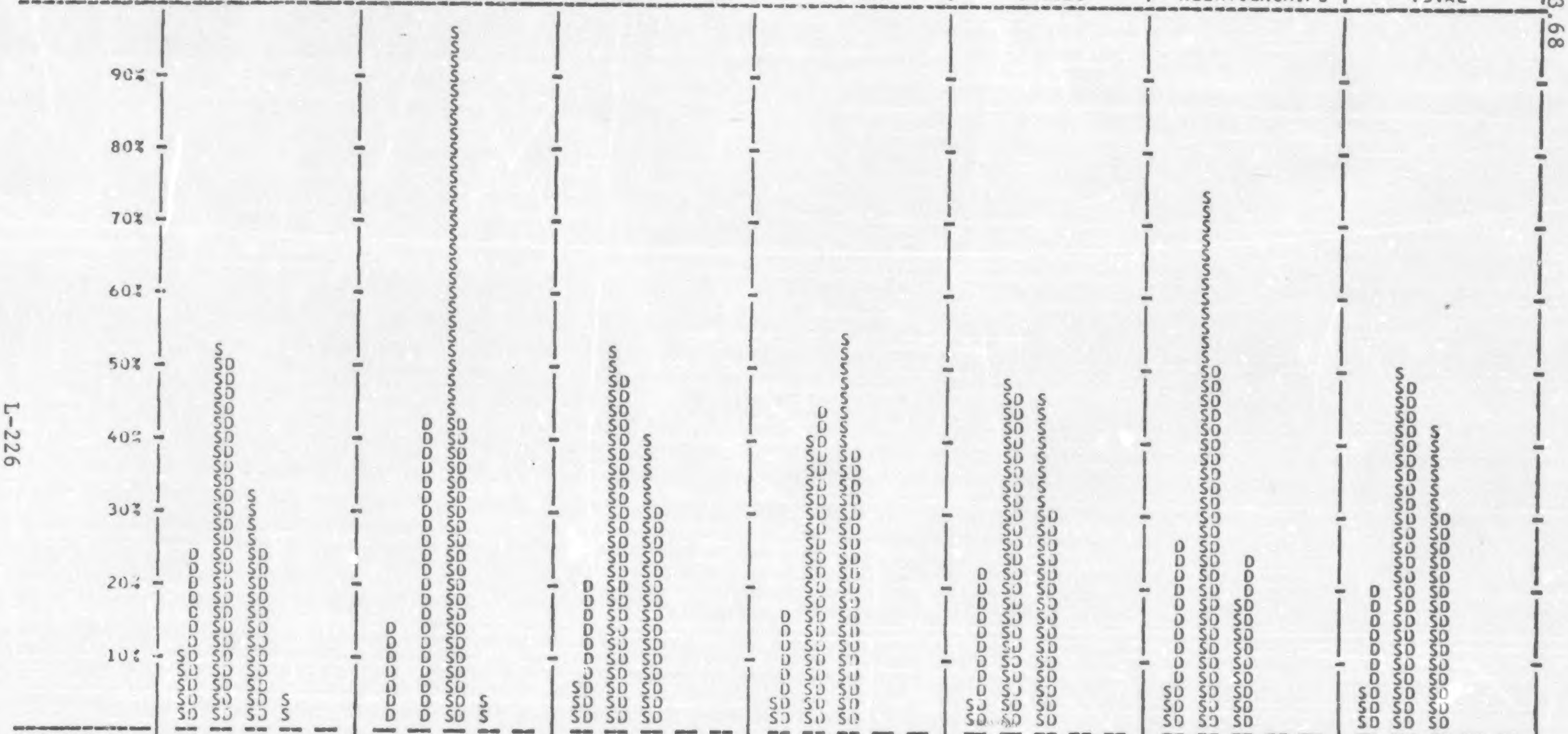
L-226



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	11	53	32	4	0	0	0	96	4	0	7	52	40	0	0	5	40	55	0	0	4	49	46	0	0	6	75	19	0	0	6	50	43	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 009

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L-227

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WOOLDRIDGE IN 1983-84
(NUMBER OF TEACHERS RATED = 009)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		9	43	26	3		
1. IS PUNCTUAL	3.3			4	4	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.3			3	6			
3. EXHIBITS POISE AND SELF-CONTROL	3.6			5	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		1	4	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			6	2	1		
6. SHOWS ENTHUSIASM FOR WORK	3.8		1	5	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		2	5	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		3	5	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	6		1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				26	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	2.9				8	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				9			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				9			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		3	22	17			3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			6	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			3	3			3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		2	4	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	5	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			4	5			
IIB. INSTRUCTIONAL SKILLS	3.5		5	43	59			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6			5	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDEN[illegible]OMPETENCIES	3.3			3	6			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECH[illegible]ND ACTIVITIES	3.7		1	4	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4		1	2	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			2	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		1	3	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	5	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	4	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			5	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			3	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			3	6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			4	4			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		3	35	33			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		1	4	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		1	3	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.4			4	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			3	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		1	5	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8			7	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			6	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			3	5			1
III. STUDENT/TEACHER RELATIONSHIPS	3.9		5	61	15			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	6	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	6	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7			6	3			
4. TREATS STUDENTS IMPARTIALLY	3.9			8	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			9				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	7	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	7	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	6	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			6	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WOOLDRIDGE IN 1983-84                              MEAN
(NUMBER OF TEACHERS RATED = 009)                                   RATING
                                                                   ------
  IA8.  DEMONSTRATES PROFESSIONAL GROWTH                            4.22
 III7.  RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        4.00
 III6.  COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.00
 III5.  IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       4.00
  IA9.  WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.00
  IA7.  EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.00
 III8.  RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     3.89
 III4.  TREATS STUDENTS IMPARTIALLY                                 3.89
 III2.  FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.89
 III1.  FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    3.89
 IIA3.  HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        3.89
 IIC6.  USES A VARIETY OF MOTIVATIONAL STRATEGIES                   3.78
 IIC5.  PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 3.78
 IIB7.  PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.78
 IIA4.  PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.78
  IA6.  SHOWS ENTHUSIASM FOR WORK                                   3.78
 III9.  MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     3.67
 III3.  IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                3.67
 IIC7.  INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                3.67
 IIC1.  MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.67
 IIB8.  EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.67
 IIB3.  DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       3.67
 IIA1.  USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.67
  IA4.  PRESENTS AN EFFECTIVE ROLE MODEL                            3.67
 IIC2.  IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       3.56
 IIB9.  UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.56
 IIB6.  MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.56
 IIB1.  DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.56
  IA5.  USES COMMON SENSE/BEHAVES REALISTICALLY                     3.56
  IA3.  EXHIBITS POISE AND SELF-CONTROL                             3.56
IIB12.  REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.50
 IIA2.  USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.50
 IIC3.  ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             3.44
 IIB4.  DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.44
 IIA5.  TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.44
 IIC8.  PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.38
 IIC4.  ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.33
IIB11.  INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.33
IIB10.  PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.33
 IIB2.  PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.33
  IA2.  IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.33
  IA1.  IS PUNCTUAL                                                 3.33
 IIB5.  PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.22
  IB3.  DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.00
  IB2.  KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.00
  IB1.  COMPLIES WITH ALL POLICIES AND PROCEDURES                   2.89
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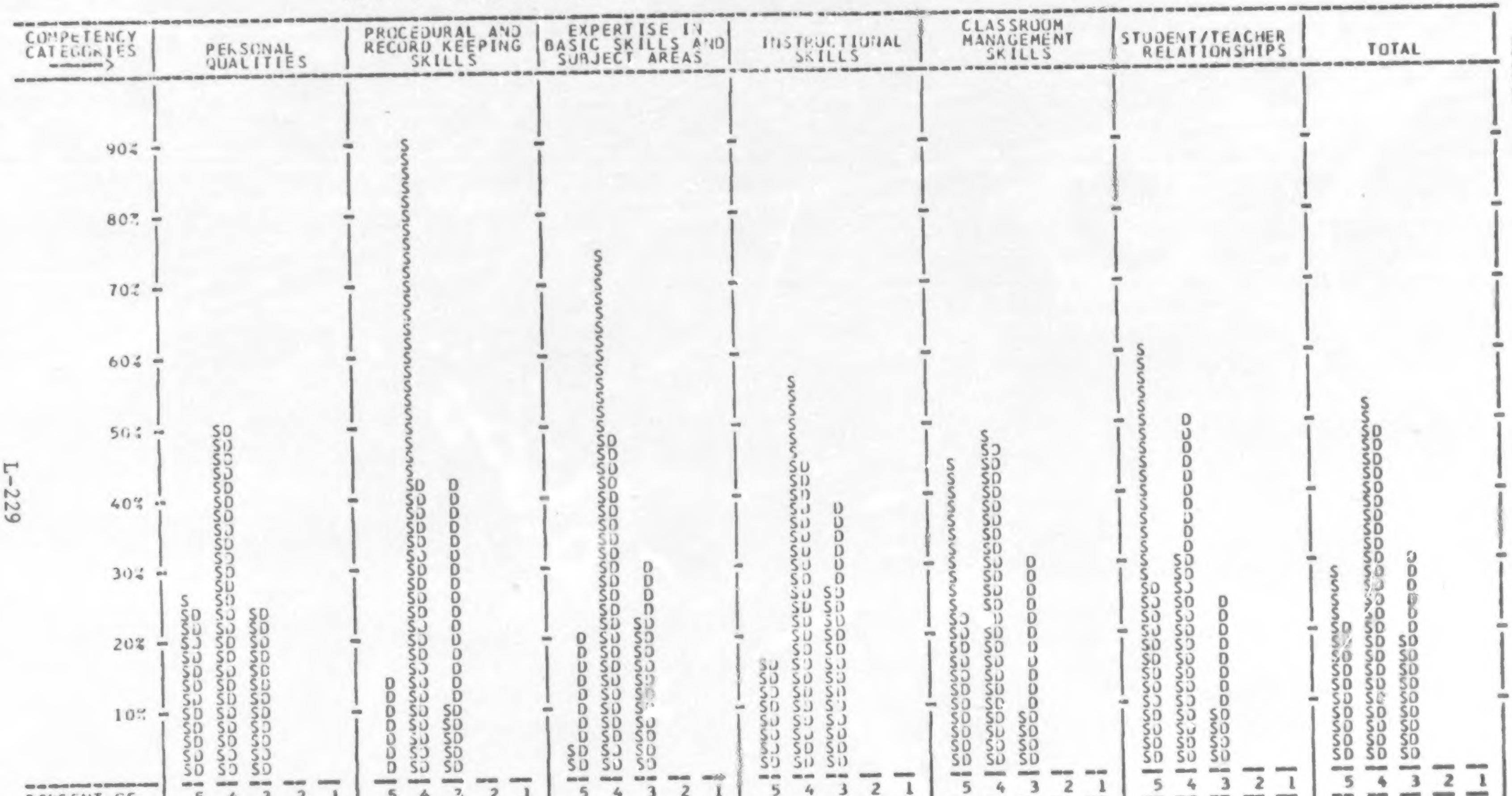
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR WOOTEN

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	26	51	24	0	0	0	90	10	0	0	4	74	22	0	0	17	57	26	0	0	44	48	9	0	0	61	30	9	0	0	29	53	18	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

367 NUMBER OF TEACHERS RATED = 010

368

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT WOOTEN IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		23	45	21			
1. IS PUNCTUAL	3.7		1	5	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6			6	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		4	3	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		3	6	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		4	4	2			
6. SHOWS ENTHUSIASM FOR WORK	4.7		6	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		2	8				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		1	4	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	6	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9			27	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9			9	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.9			9	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9			9	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		2	37	11			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			8	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			8	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7			7	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	6	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8			8	2			
IIB. INSTRUCTIONAL SKILLS	3.9	1	20	68	31			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	7	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		3	6	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		3	4	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			7	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6			6	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		2	8				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.2		3	6	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		4	3	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		2	4	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		1	5	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		1	5	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8	1		7	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.4		35	36	7			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.6		7	2	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.4		5	4	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.6		7	2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	6	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		3	7				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.4		4	6				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		5	5				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.2		3	6	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.5		55	27	8			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		5	4	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.7		8	1	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		6	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.5		6	3	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		6	4				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		5	3	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		4	5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.8		8	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.6		7	2	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT WOOTEN IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.80
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.70
IA6.	SHOWS ENTHUSIASM FOR WORK	4.67
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.60
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.60
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.60
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.60
III4.	TREATS STUDENTS IMPARTIALLY	4.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.50
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.50
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.40
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.40
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.40
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.30
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.30
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.30
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.20
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.20
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.20
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.20
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.10
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.10
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.90
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.90
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.90
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.90
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.80
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.80
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.80
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.80
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.80
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.78
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.70
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.70
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.70
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.70
IA1.	IS PUNCTUAL	3.70
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.60
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.60
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.60

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ZAVALA

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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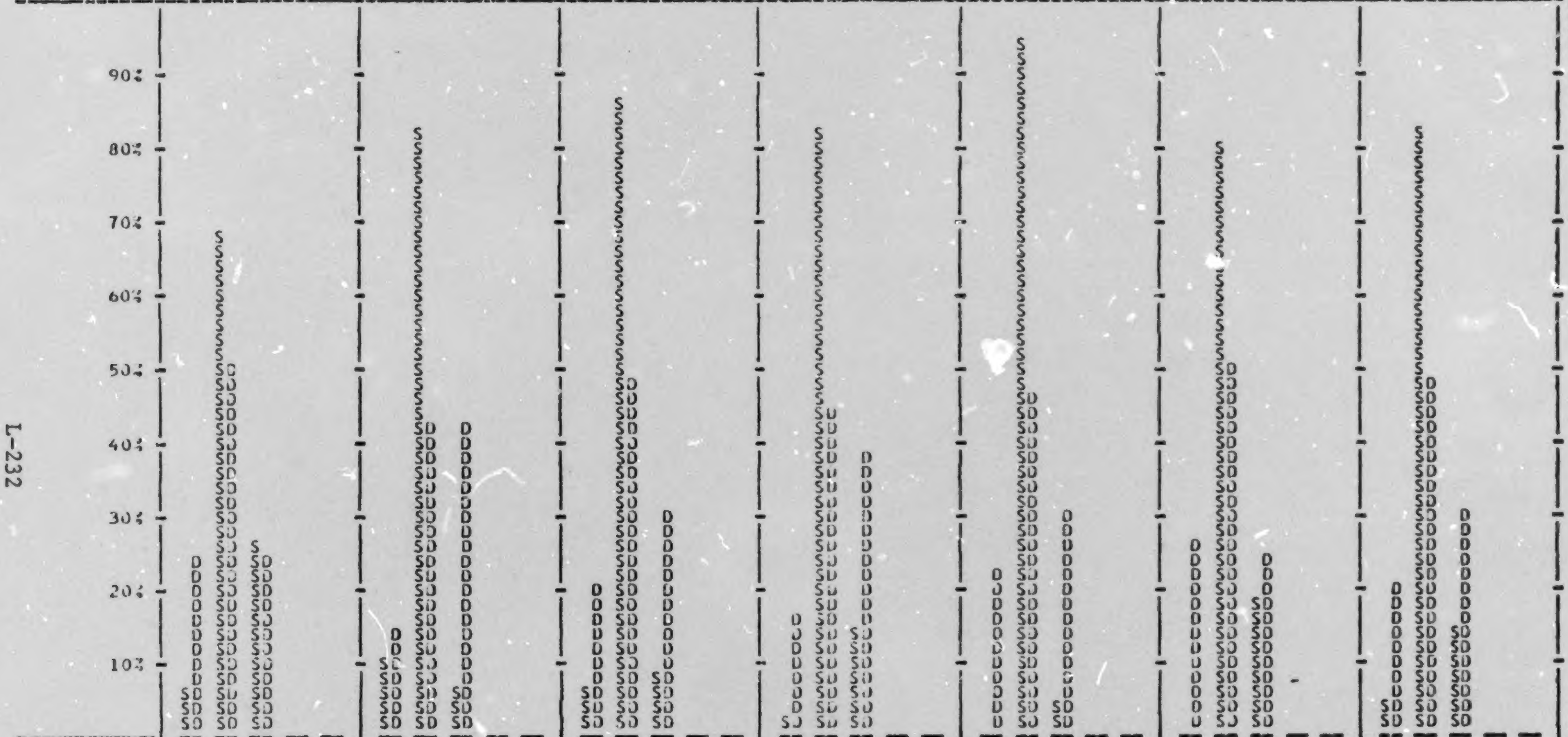

COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	6	69	26	0	0	10	83	7	0	0	6	86	8	0	0	3	83	14	0	0	1	95	4	0	0	1	81	18	0	0	4	82	14	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ZAVALA IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		5	62	23			
1. IS PUNCTUAL	3.6		1	4	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			5	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.7			7	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			8	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			8	2			
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	6	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8			8	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1		2	7	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9			9	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		3	25	2			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	8	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		1	8	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.1		1	9				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		3	43	4			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9			9	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9			9	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		1	9				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	8	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	8	1			
IIB. INSTRUCTIONAL SKILLS	3.9	2	4	97	16			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8			8	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		1	7	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9			9	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			10				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		1	9				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9			9	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9			9	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.2		2	8				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8			8	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			7	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			6	3			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9	2		7	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		1	76	3			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0			10				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			10				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		1	9				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			10				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9			9	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9			9	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			10				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9			9	1			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		1	71	16			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8			8	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			10				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			8	2			
4. TREATS STUDENTS IMPARTIALLY	3.7			7	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	6	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8			8	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8			8	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9			8	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9			8	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ZAVALA IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN RATING
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.20
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.10
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.10
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.10
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.10
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.10
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA6. SHOWS ENTHUSIASM FOR WORK	4.00
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.90
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.90
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.90
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.90
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.90
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.90
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.90
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.90
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.90
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.89
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.89
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.88
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.80
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.80
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.80
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.80
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.80
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.80
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.80
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.80
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.80
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.80
III4. TREATS STUDENTS IMPARTIALLY	3.70
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.70
IA3. EXHIBITS POISE AND SELF-CONTROL	3.70
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.67
IA1. IS PUNCTUAL	3.60
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.50

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ZILKER

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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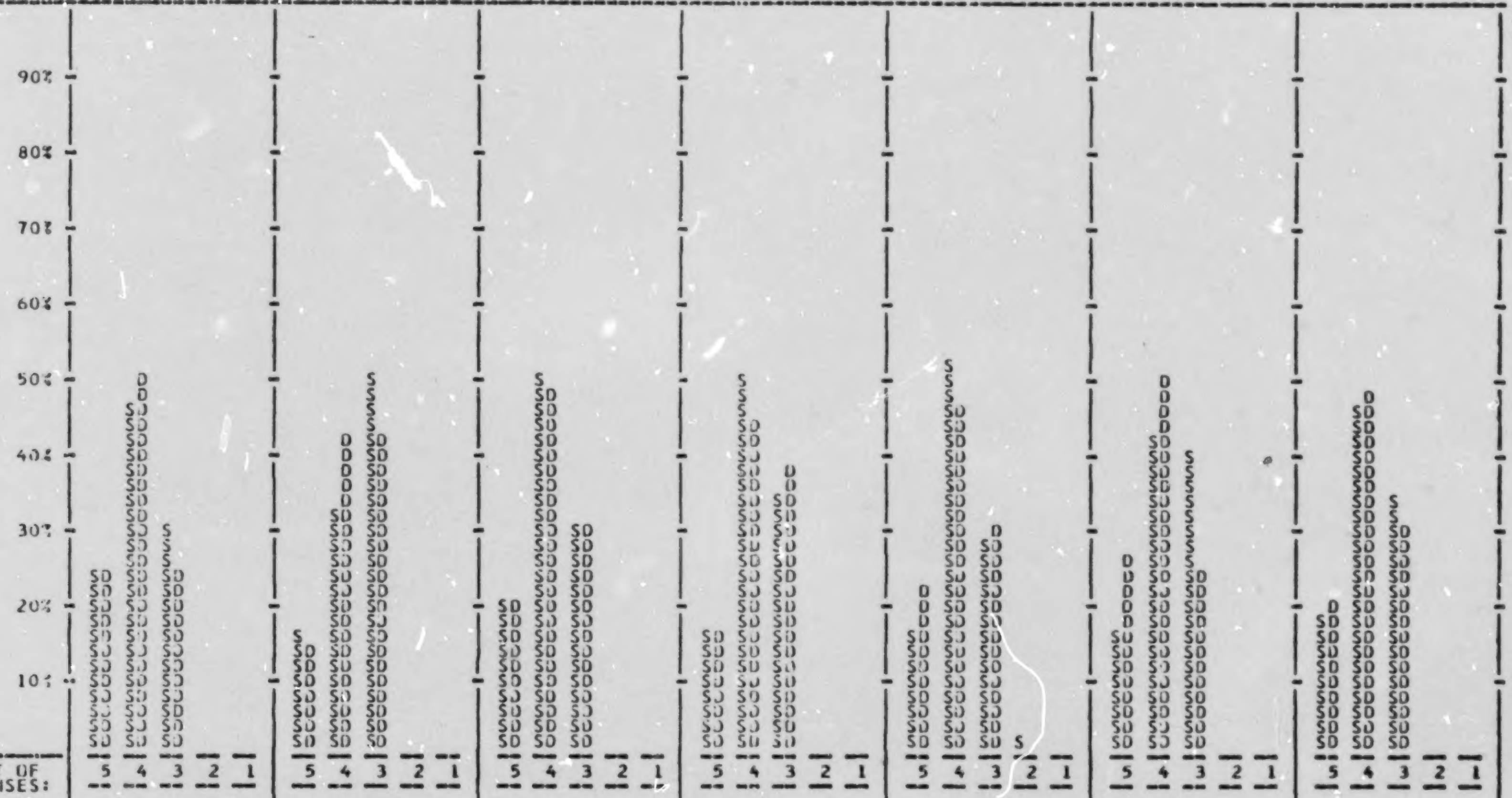


COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	24	46	31	0	0	17	33	50	0	0	20	50	30	0	0	16	50	34	0	0	17	53	28	2	0	17	42	40	1	0	18	47	34	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 008

377

373

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ZILKER IN 1983-84
(NUMBER OF TEACHERS RATED = 008)

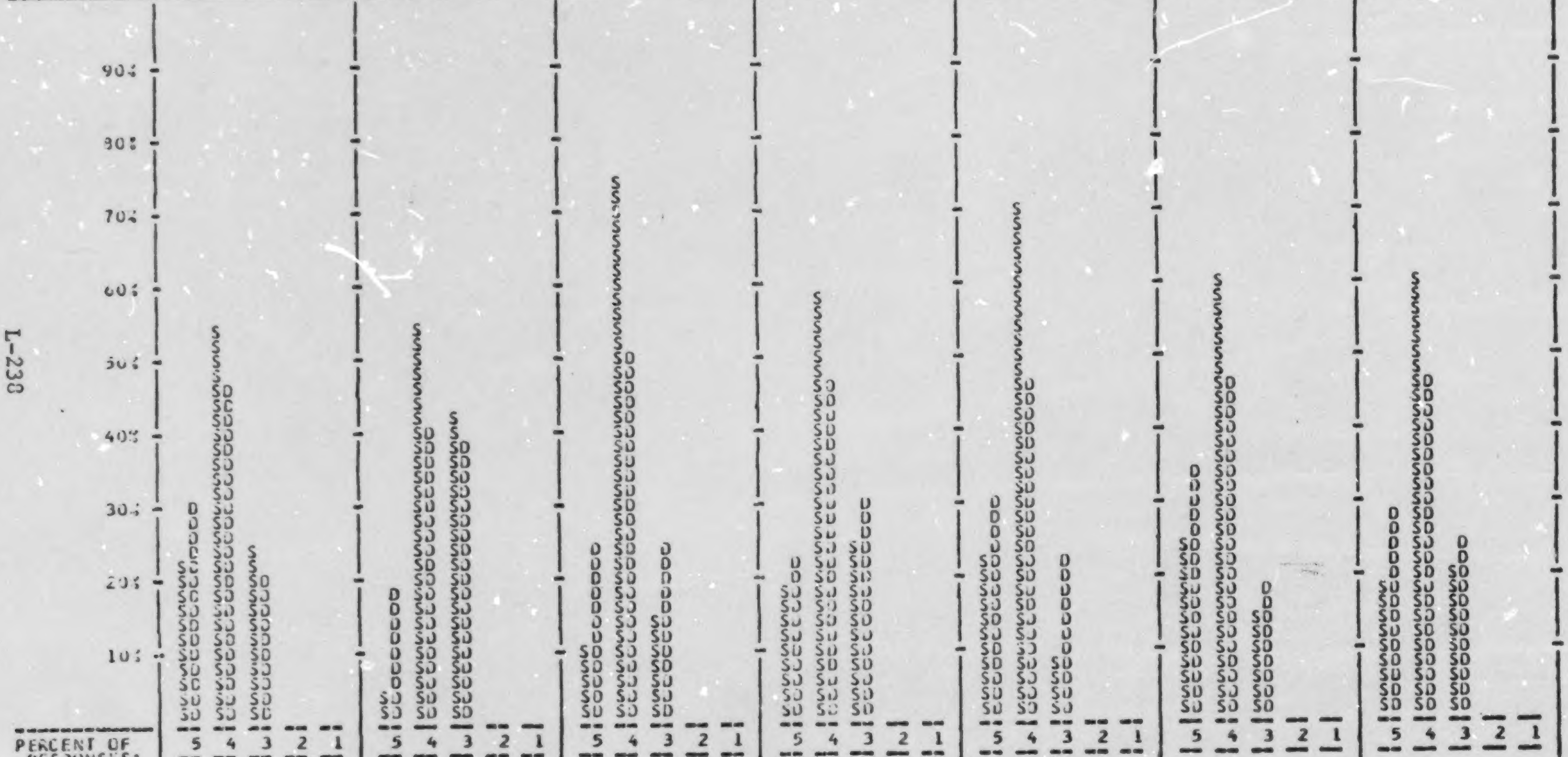
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		17	33	22			
1. IS PUNCTUAL	3.6		2	1	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.6		1	3	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		2	3	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	3	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		2	1	5			
6. SHOWS ENTHUSIASM FOR WORK	4.4		3	5				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		1	7				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	5	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		3	5				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		4	8	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		2	2	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		1	2	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	4	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		8	20	12			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		2	4	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		2	4	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		2	4	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	4	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	4	3			
IIB. INSTRUCTIONAL SKILLS	3.8		15	48	33			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	4	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	4	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		2	3	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		1	5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		2	3	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		1	5	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		2	3	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		1	5	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	4	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8		1	4	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8		1	4	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.8		1	4	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		11	34	18	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	5		1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	4	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		1	4	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	4	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	6	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		2	3	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		2	4	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	4	3			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		12	30	29	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		2	2	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		1	4	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6		2	2	3	1		
4. TREATS STUDENTS IMPARTIALLY	3.6		1	3	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		2	3	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			4	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	3	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	4	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		2	5	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ZILKER IN 1983-84
(NUMBER OF TEACHERS RATED = 008)

	MEAN RATING
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.38
IA6. SHOWS ENTHUSIASM FOR WORK	4.38
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.13
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.13
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.88
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.88
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.88
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.88
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.88
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.88
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.88
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.88
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.88
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.88
IA3. EXHIBITS POISE AND SELF-CONTROL	3.88
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.75
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.75
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.75
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.75
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.75
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.75
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.75
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.75
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.75
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.75
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.75
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.75
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.75
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.75
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.75
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.75
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.75
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.63
III4. TREATS STUDENTS IMPARTIALLY	3.63
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.63
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.63
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.63
IA1. IS PUNCTUAL	3.63
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.50
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ART (ELEMENTARY) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	31	47	21	1	0	19	41	39	0	0	25	50	25	0	0	23	47	30	0	0	30	46	23	1	0	35	47	18	0	0	28	47	25	0	0
SUBJECT:	22	54	24	0	0	4	54	42	0	0	10	74	15	0	0	18	58	24	0	0	22	70	8	0	0	25	60	15	0	0	19	61	20	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 38

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN ART IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		16	39	17			
1. IS PUNCTUAL	3.9		1	5	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		2	2	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		1	6	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	6	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		1	5	2			
6. SHOWS ENTHUSIASM FOR WORK	4.1		3	3	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		3	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	3	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		2	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		1	13	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			5	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			4	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		1	4	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		4	29	6			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	6	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7			5	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		1	7				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	6	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		1	5	2			
IIB. INSTRUCTIONAL SKILLS	3.9		16	52	22			6
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6			5	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		1	5	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		3	4	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		2	5	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8			6	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		2	4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		2	6				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		4	3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	4	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			4	3			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6			4	3			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0		1	2	1			4
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		14	45	5			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	4	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		1	6	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		2	6				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		2	5	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		2	5	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		2	6				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		2	6				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.1		1	7				
III. STUDENT/TEACHER RELATIONSHIPS	4.1		18	43	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		2	5	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	5	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		2	4	2			
4. TREATS STUDENTS IMPARTIALLY	4.0		2	4	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	6	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		2	5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		3	4	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		2	5	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		3	5				

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN ART IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 008)

	MEAN RATING
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.38
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.38
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.25
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.25
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.25
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.25
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.25
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.13
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.13
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.13
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.13
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.13
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.13
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.13
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.13
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.13
IA6. SHOWS ENTHUSIASM FOR WORK	4.13
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4. TREATS STUDENTS IMPARTIALLY	4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.88
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.88
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.88
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.88
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.88
IA1. IS PUNCTUAL	3.88
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.75
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.75
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.75
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.75
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.71
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.63
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.63
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.57
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.57
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MUSIC (ELEMENTARY) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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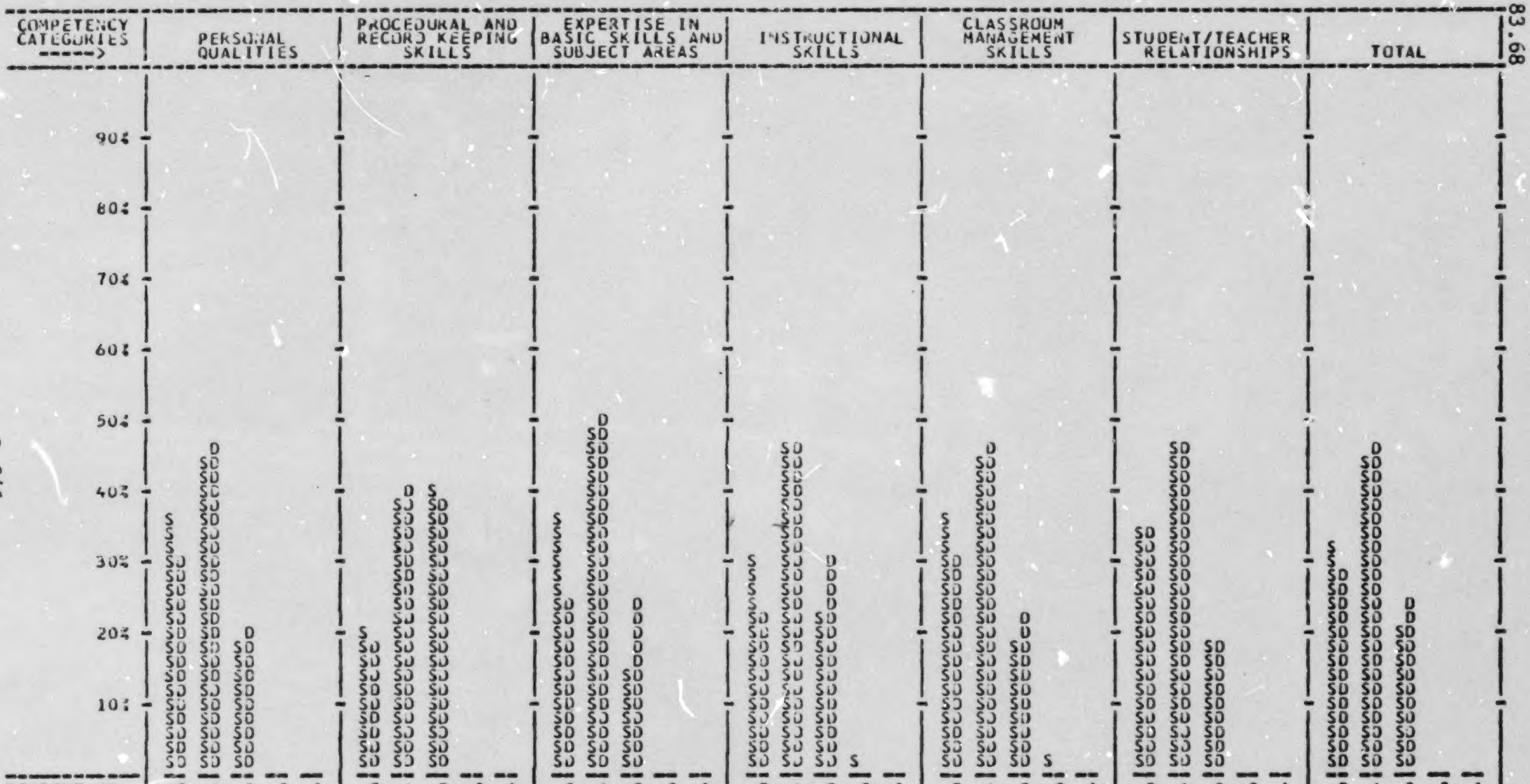


COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	31	47	21	1	0	19	41	39	0	0	25	50	25	0	0	23	47	30	0	0	30	46	23	1	0	35	47	18	0	0	28	47	25	0	0
SUBJECT:	37	44	19	0	0	20	39	41	1	0	36	49	15	0	0	30	46	22	2	0	37	44	18	2	0	35	46	18	1	0	33	45	21	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 32

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN MUSIC IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 032)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		106	126	55			
1. IS PUNCTUAL	3.9		9	10	12			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		12	13	7			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		8	17	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		9	20	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		8	15	9			
6. SHOWS ENTHUSIASM FOR WORK	4.4		18	9	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		15	13	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.2		13	13	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		14	16	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		19	37	39	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		7	11	13	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		6	11	15			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		6	15	11			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2	1	52	70	22			15
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		11	15	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9	1	3	9	4			15
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		15	15	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		10	18	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.2		13	13	6			
IIB. INSTRUCTIONAL SKILLS	4.0	12	107	165	77	8		12
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		7	17	6	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1		8	20	3	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		16	13	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		9	16	6	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		6	16	9	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.2		11	15	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		9	19	3	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.4		18	9	4	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		8	10	11	1		2
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8	4	5	13	9	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9	4	7	10	9			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	4	3	7	8			9
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		92	110	46	4		4
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		12	13	6	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		11	15	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		13	14	4	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		11	11	10			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		11	14	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		10	18	3	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		13	16	2	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.1		11	9	8			4
III. STUDENT/TEACHER RELATIONSHIPS	4.1		100	133	53	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		11	15	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		10	17	4	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		10	13	9			
4. TREATS STUDENTS IMPARTIALLY	4.2		10	17	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		9	18	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		12	14	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		15	13	3	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		10	17	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		13	9	10			

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN MUSIC IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 032)

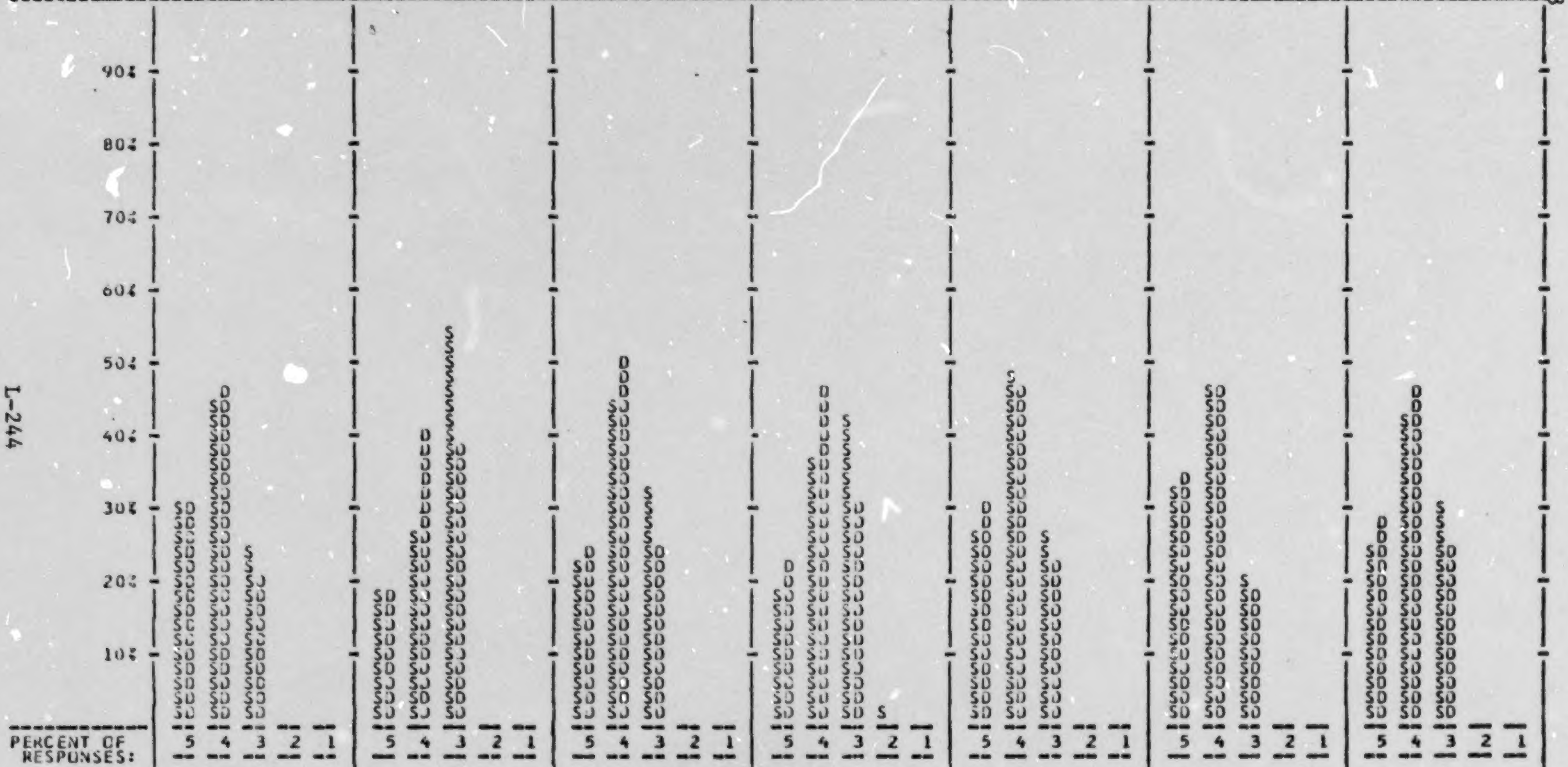
	MEAN RATING
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.41
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.41
IA6. SHOWS ENTHUSIASM FOR WORK	4.41
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.38
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.38
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.34
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.31
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.28
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.22
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.22
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.22
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.19
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.19
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.19
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.16
III4. TREATS STUDENTS IMPARTIALLY	4.16
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.16
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.16
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.16
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.16
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.16
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.16
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.13
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.13
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.13
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.13
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.13
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.11
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.09
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.09
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.03
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.03
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.03
IA3. EXHIBITS POISE AND SELF-CONTROL	4.03
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.97
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.97
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.94
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.92
IA1. IS PUNCTUAL	3.90
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.84
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.84
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.83
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.79
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.75
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.72
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.72

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR PHYSICAL EDUCATION (ELEMENTARY) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-244



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	31	47	21	1	0	19	41	39	0	0	25	50	25	0	0	23	47	30	0	0	30	46	23	1	0	35	47	18	0	0	28	47	25	0	0
SUBJECT:	31	45	24	0	0	18	27	55	0	0	23	44	32	1	0	18	37	43	2	0	26	48	26	0	0	32	47	21	0	0	25	43	31	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 25

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN PHYSICAL EDUCATION IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 025)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		69	101	54	1		
1. IS PUNCTUAL	3.8		7	7	10	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		9	14	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		6	12	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		7	10	8			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		6	9	10			
6. SHOWS ENTHUSIASM FOR WORK	4.2		8	13	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		10	10	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		5	15	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		11	11	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		13	20	41			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		5	6	14			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		4	5	15			1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		4	9	12			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		26	50	36	1		11
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		4	9	11	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		2	4	7			11
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		8	12	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		7	12	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		5	13	7			
IIB. INSTRUCTIONAL SKILLS	3.7	4	53	108	123	5		6
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		4	9	12			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		4	11	10			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		4	15	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		6	7	11	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		4	6	14	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		8	13	3	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		6	11	8			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		5	11	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		4	3	14			4
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	1	2	9	13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	1	3	9	10	1		1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	2	3	4	13	1		1
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		51	93	50			6
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		8	12	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		9	11	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		9	12	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		4	12	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		5	11	9			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		5	12	7			1
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		7	14	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.9		4	9	7			5
III. STUDENT/TEACHER RELATIONSHIPS	4.1		71	105	43	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		11	10	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		8	10	6	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		5	13	7			
4. TREATS STUDENTS IMPARTIALLY	4.2		8	13	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		9	12	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		7	7	11			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		6	15	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		6	13	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.4		11	12	2			

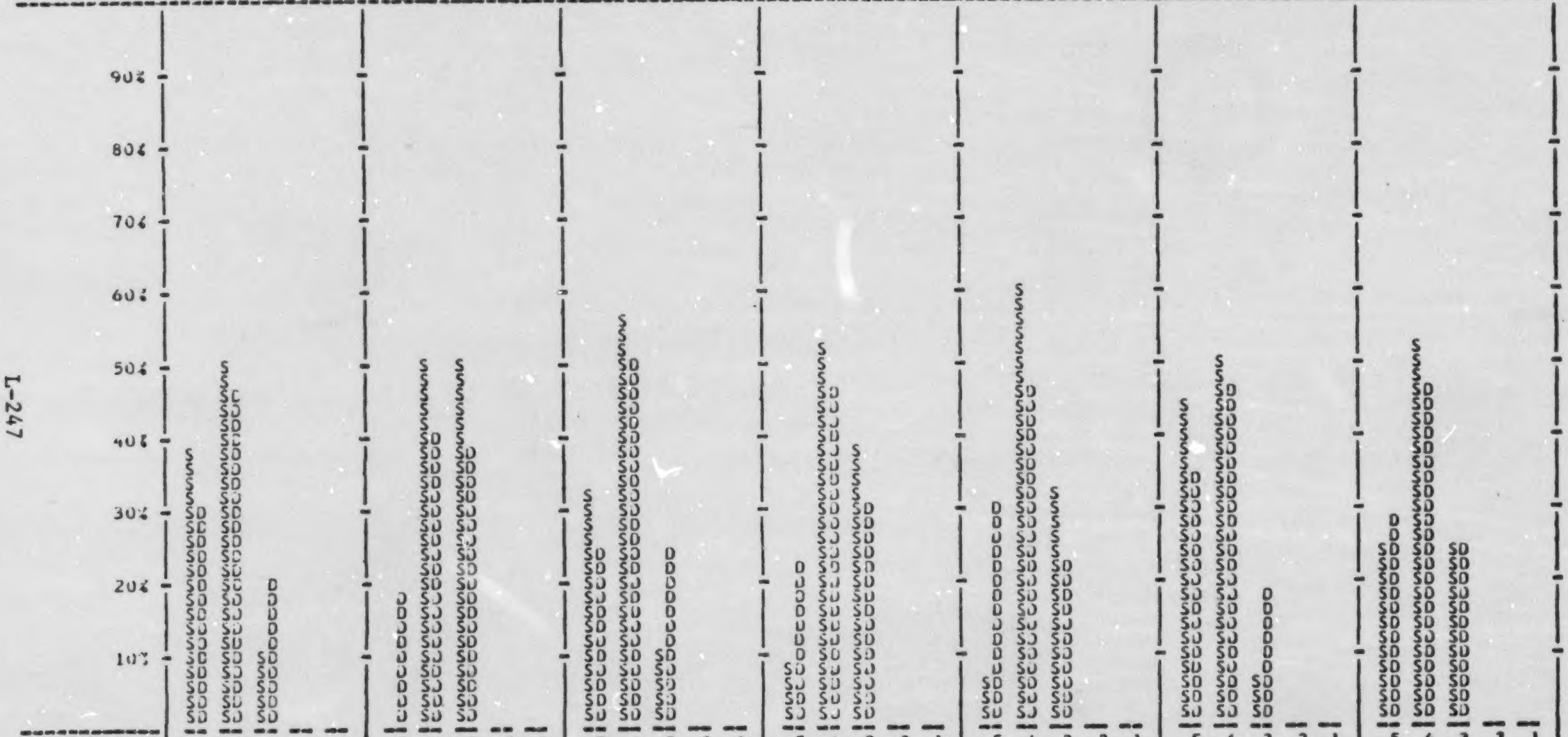
COMPETENCIES BY RANK ORDER
FOR TEACHERS IN PHYSICAL EDUCATION IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 025)

		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.36
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.32
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.28
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.28
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.20
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.20
III4.	TREATS STUDENTS IMPARTIALLY	4.16
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.16
IA6.	SHOWS ENTHUSIASM FOR WORK	4.16
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.12
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.12
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.12
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.12
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.08
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.04
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.96
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.96
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.92
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.92
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.92
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.92
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.92
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.88
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.84
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.84
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.84
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.84
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.80
IA1.	IS PUNCTUAL	3.80
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.76
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.72
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.68
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.68
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.64
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.64
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.62
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.61
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.54
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.54
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.52
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.52
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.43

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BAND/ORCHESTRA (ELEMENTARY)

(JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL ELEMENTARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	31	47	21	1	0	19	41	39	0	0	25	50	25	0	0	23	47	30	0	0	30	46	23	1	0	35	47	18	0	0	28	47	25	0	0
SUBJECT:	39	50	11	0	0	0	50	50	0	0	33	56	11	0	0	9	52	39	0	0	7	60	33	0	0	44	50	6	0	0	24	53	24	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 02

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS IN BAND/ORCHESTRA IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 002)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		7	9	2			
1. IS PUNCTUAL	4.5		1	1				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		1	1				
3. EXHIBITS POISE AND SELF-CONTROL	5.0		2					
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			2				
6. SHOWS ENTHUSIASM FOR WORK	4.5		1	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		1	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			1	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1		1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5			3	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0			2				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			1	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		3	5	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.5		1	1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	5.0		2					
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			2				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			2				
IIB. INSTRUCTIONAL SKILLS	3.7		2	12	9			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			1	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			2				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			1	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			1	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			1	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			2				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.5		1	1				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.5		1	1				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			1	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			1	1			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		1	9	5			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.0				2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			2				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			2				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			1	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.5		1	1				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			1	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				1			
III. STUDENT/TEACHER RELATIONSHIPS	4.4		8	9	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		1	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		1	1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			2				
4. TREATS STUDENTS IMPARTIALLY	4.5		1	1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.5		1	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		1	1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.5		1	1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.5		1	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1		1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN BAND/ORCHESTRA IN 1983-84 (ELEMENTARY)
(NUMBER OF TEACHERS RATED = 002)

	MEAN RATING
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	5.00
IA3. EXHIBITS POISE AND SELF-CONTROL	5.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.50
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.50
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.50
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.50
III4. TREATS STUDENTS IMPARTIALLY	4.50
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.50
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.50
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.50
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.50
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.50
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.50
IA6. SHOWS ENTHUSIASM FOR WORK	4.50
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.50
IA1. IS PUNCTUAL	4.50
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.50
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.50
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.50
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.50
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.50
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00

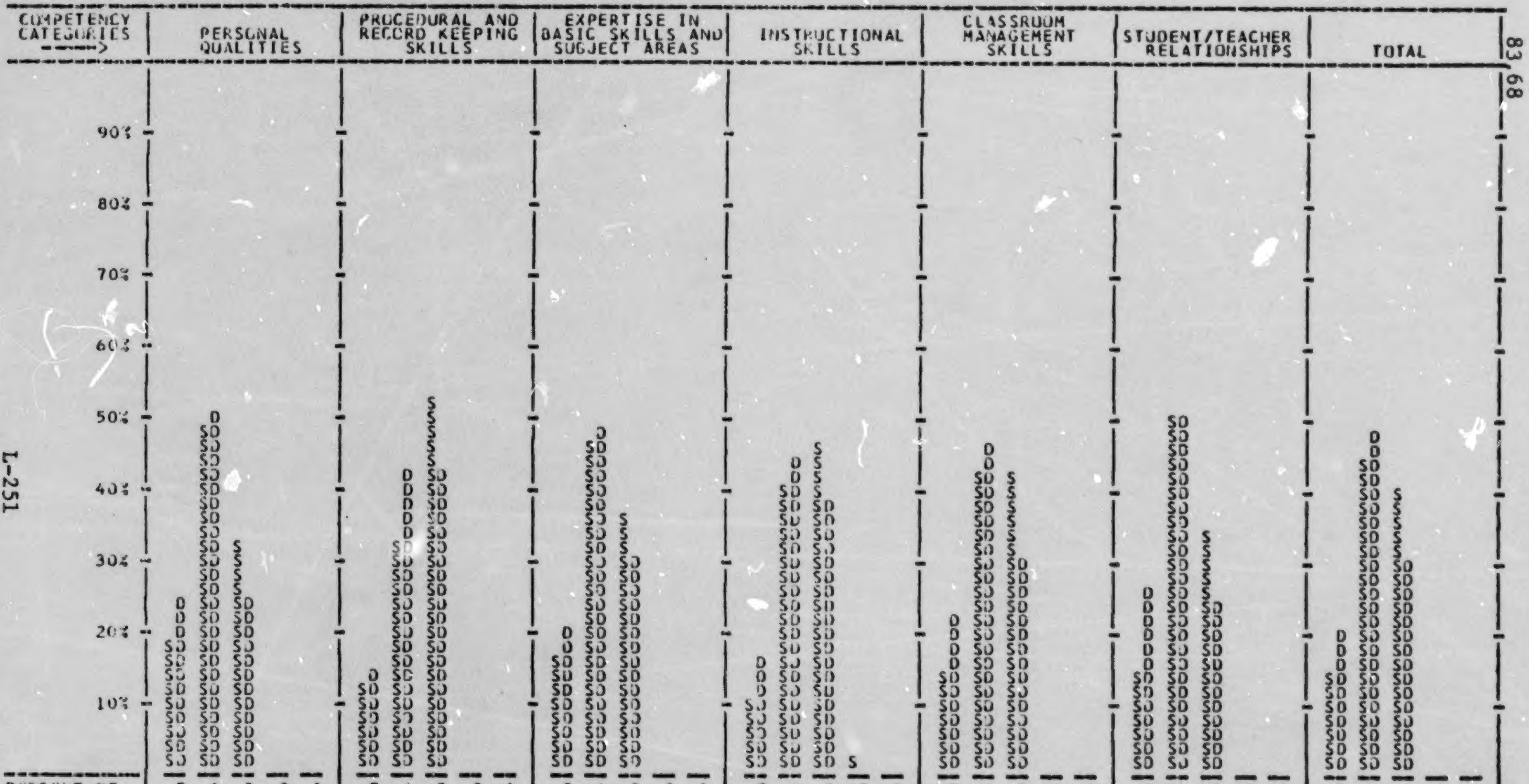
Professional Personnel Evaluation Summaries:

Junior High Classroom Teachers

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL JUNIOR HIGH TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "S" SHOWS ALL JUNIOR HIGH TEACHERS.



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	18	49	33	1	0	13	33	52	1	0	16	47	36	0	0	10	41	47	2	0	14	42	43	1	0	14	50	35	1	0	14	45	40	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 0147

L-251

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL JUNIOR HIGH TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0147)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	11	232	637	429	11		
1. IS PUNCTUAL	3.7		24	54	64	5		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		29	67	49	1		
3. EXHIBITS POISE AND SELF-CONTROL	3.9		25	80	40	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		30	86	29	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		14	89	43	1		
6. SHOWS ENTHUSIASM FOR WORK	4.0		37	73	37			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		33	72	42			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6	11	17	52	66	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		23	64	59	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	16	57	141	220	4	2	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		15	49	81	2		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	4	22	49	69	2	1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	12	20	43	70		1	
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	20	115	339	256	2	2	
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		24	73	49		1	
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	17	16	40	74			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.0		38	72	35	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		19	81	45	1	1	
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8	3	18	73	53			
IIB. INSTRUCTIONAL SKILLS	3.6	85	160	689	794	28	5	1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7	10	13	67	52	4		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	7	17	69	50	4		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8	1	29	63	51	2	1	
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7	2	17	66	60	2		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4	3	10	46	80	7		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8	2	23	63	59			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		15	72	57	3		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6	3	15	57	70	1	1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5	6	9	51	79	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	10	4	55	76	1	1	
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	18	2	44	81	1	1	
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	23	6	36	79	2	1	
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	29	157	484	493	9	1	1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		31	69	44	2	1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8	2	22	71	52			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8	3	27	59	58			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6	4	15	52	75	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8	2	20	71	54			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6	3	13	62	68	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6	1	17	62	65	2		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	14	12	38	77	3		1
III. STUDENT/TEACHER RELATIONSHIPS	3.9	4	180	660	461	8		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		23	66	56	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		13	77	53	3		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		19	85	41			
4. TREATS STUDENTS IMPARTIALLY	3.8		17	83	46			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		22	70	53	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		20	70	55	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		21	69	56			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		23	70	52	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8	4	22	70	49	1		

83.68

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COMPETENCIES BY RANK ORDER
FOR ALL JUNIOR HIGH TEACHERS IN 1983-84                              MEAN
(NUMBER OF TEACHERS RATED = 0147)                                   RATING
                                                                    ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.01
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.99
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          3.94
  IA3. EXHIBITS POISE AND SELF-CONTROL                                3.88
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.86
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.85
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             3.85
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.81
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        3.80
 III4. TREATS STUDENTS IMPARTIALLY                                    3.80
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          3.80
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        3.79
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.79
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.79
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.79
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.78
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        . 3.77
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    3.77
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.76
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       3.76
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.76
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        3.75
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.75
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            3.74
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.71
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            3.68
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.68
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.67
  IA1. IS PUNCTUAL                                                    3.66
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.65
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.64
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.63
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.62
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.60
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.60
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.58
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.57
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.55
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.52
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.49
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.45
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.44
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.41
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.35
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.35
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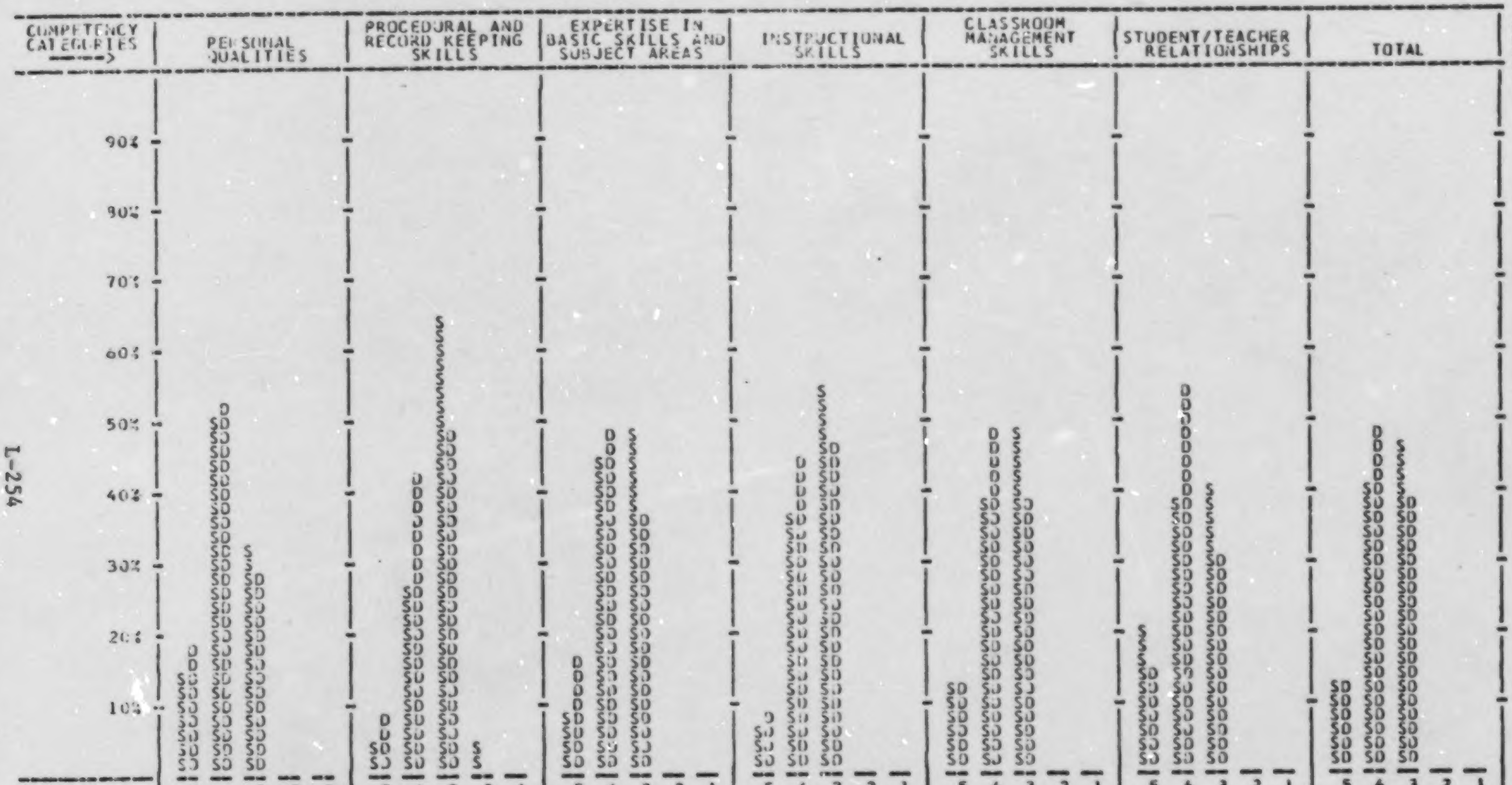
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BURNET JR HIGH (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	13	53	29	1	0	9	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	15	51	33	1	0	5	26	64	5	0	8	44	48	0	0	7	37	54	1	0	13	38	48	1	0	21	38	41	0	0	12	40	46	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT BURNET JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		17	60	39	1		
1. IS PUNCTUAL	3.3		1	3	8	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		3	7	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		1	10	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		2	8	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			8	5			
6. SHOWS ENTHUSIASM FOR WORK	3.9		3	6	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		3	7	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		1	6	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		3	5	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		2	10	25	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			1	12			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3		1	4	6	2		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		1	5	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6	1	5	28	30			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.2		1		12			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1		3	9			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		3	6	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8			10	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	9	3			
IIB. INSTRUCTIONAL SKILLS	3.5		11	58	85	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	6	5	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			8	4	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		3	4	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		1	4	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			3	10			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	7	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		1	8	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		1	6	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		1	4	8			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			2	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	10			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		1	3	9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		14	39	50	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		1	7	4	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		1	6	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		2	3	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	3	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		4	3	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		2	4	7			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	6	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		1	7	5			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		25	44	48			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		2	5	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		1	6	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		2	6	5			
4. TREATS STUDENTS IMPARTIALLY	3.8		3	5	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		2	5	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		3	6	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		5	2	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		4	4	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		3	5	5			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT BURNET JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN RATING
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.92
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.92
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.92
IA6. SHOWS ENTHUSIASM FOR WORK	3.92
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.92
IA3. EXHIBITS POISE AND SELF-CONTROL	3.92
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.85
III4. TREATS STUDENTS IMPARTIALLY	3.85
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.85
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.85
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.85
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.85
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.77
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.77
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.77
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.77
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.69
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.69
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.69
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.62
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.62
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.62
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.62
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.62
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.62
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.62
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.62
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.54
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.54
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.54
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.54
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.54
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.46
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.46
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.38
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.31
IA1. IS PUNCTUAL	3.31
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.25
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.23
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.23
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.15
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.15
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.08

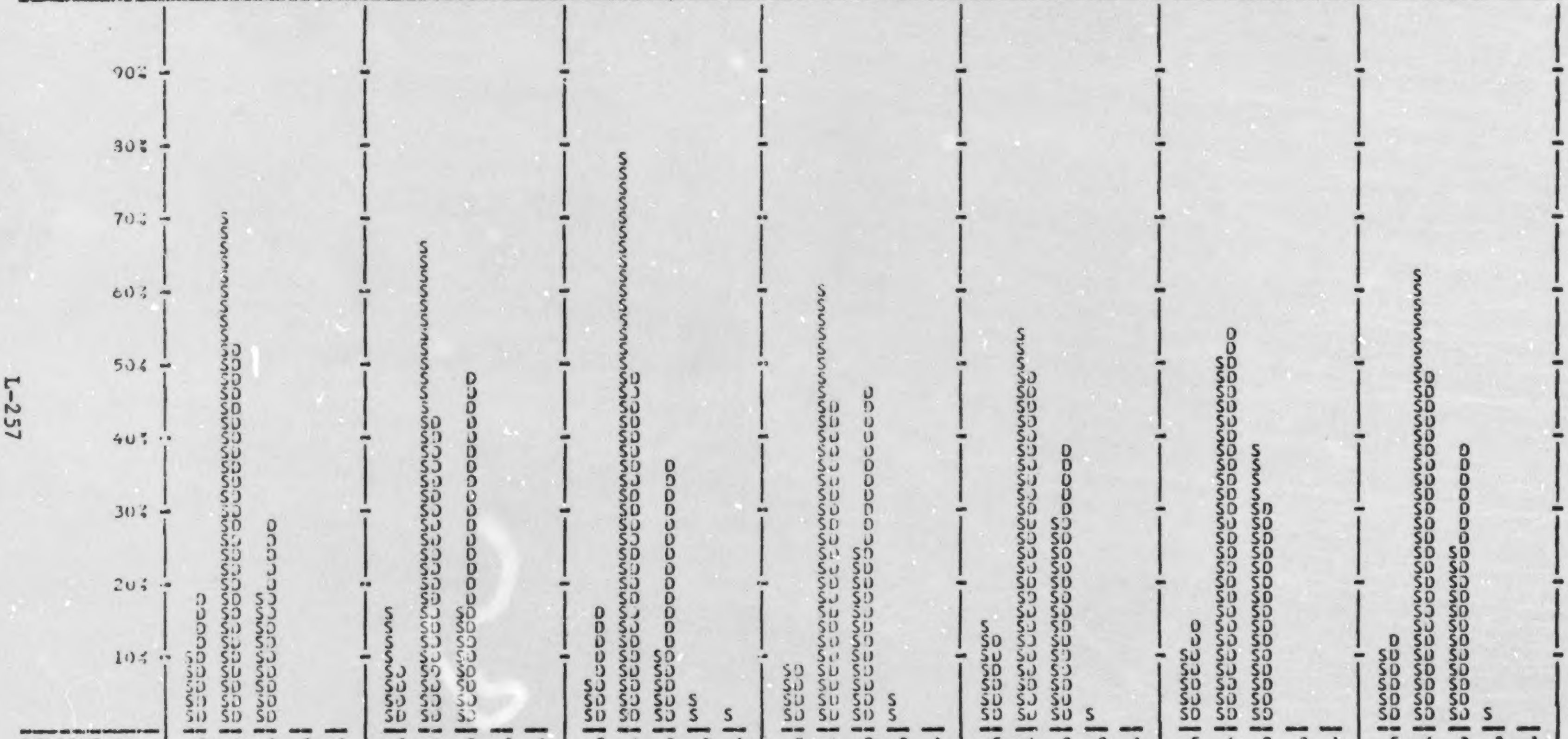
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR DOBIE JR HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-257



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	13	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	11	71	18	0	0	17	67	17	0	0	6	78	10	4	2	9	60	25	5	1	15	54	28	3	0	11	50	39	0	0	11	62	25	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 010

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT DOBIE JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		10	64	16			
1. IS PUNCTUAL	4.4		5	4	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		2	8				
3. EXHIBITS POISE AND SELF-CONTROL	4.0		1	8	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9			9	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9			9	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	8	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9			9	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			5	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6		1	4	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		5	20	5			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		2	6	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		2	6	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	8	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		3	39	5	2	1	
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			8	1		1	
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0		1	8	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		2	6	1	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			8	1	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9			9	1			
IIB. INSTRUCTIONAL SKILLS	3.7		11	71	30	6	1	1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		2	4	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		2	6	1	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		2	7		1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		2	7		1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			5	3	1		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		2	5	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			5	4	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.1			3	6		1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			3	6	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9			9	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9			9	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0		1	8	1			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		12	43	22	2		1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		2	7	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		2	6	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		3	5	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		2	6	1	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			5	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		1	5	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		2	6	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			3	5	1		1
III. STUDENT/TEACHER RELATIONSHIPS	3.7		10	45	35			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		1	5	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	5	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		2	7	1			
4. TREATS STUDENTS IMPARTIALLY	3.6			6	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.1			1	9			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			5	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			5	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		2	5	3			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT DOBIE JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 010)

		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.40
IA1.	IS PUNCTUAL	4.40
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.20
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.10
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.10
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.10
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IID12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.90
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.90
IID11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.90
IID10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.90
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.90
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.90
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.90
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.90
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.90
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.90
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.90
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.80
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.70
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.70
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.70
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.70
III4.	TREATS STUDENTS IMPARTIALLY	3.60
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.60
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.60
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.50
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.50
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.50
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.44
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.40
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.22
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.20
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.10
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.10

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR FULMORE JR HIGH (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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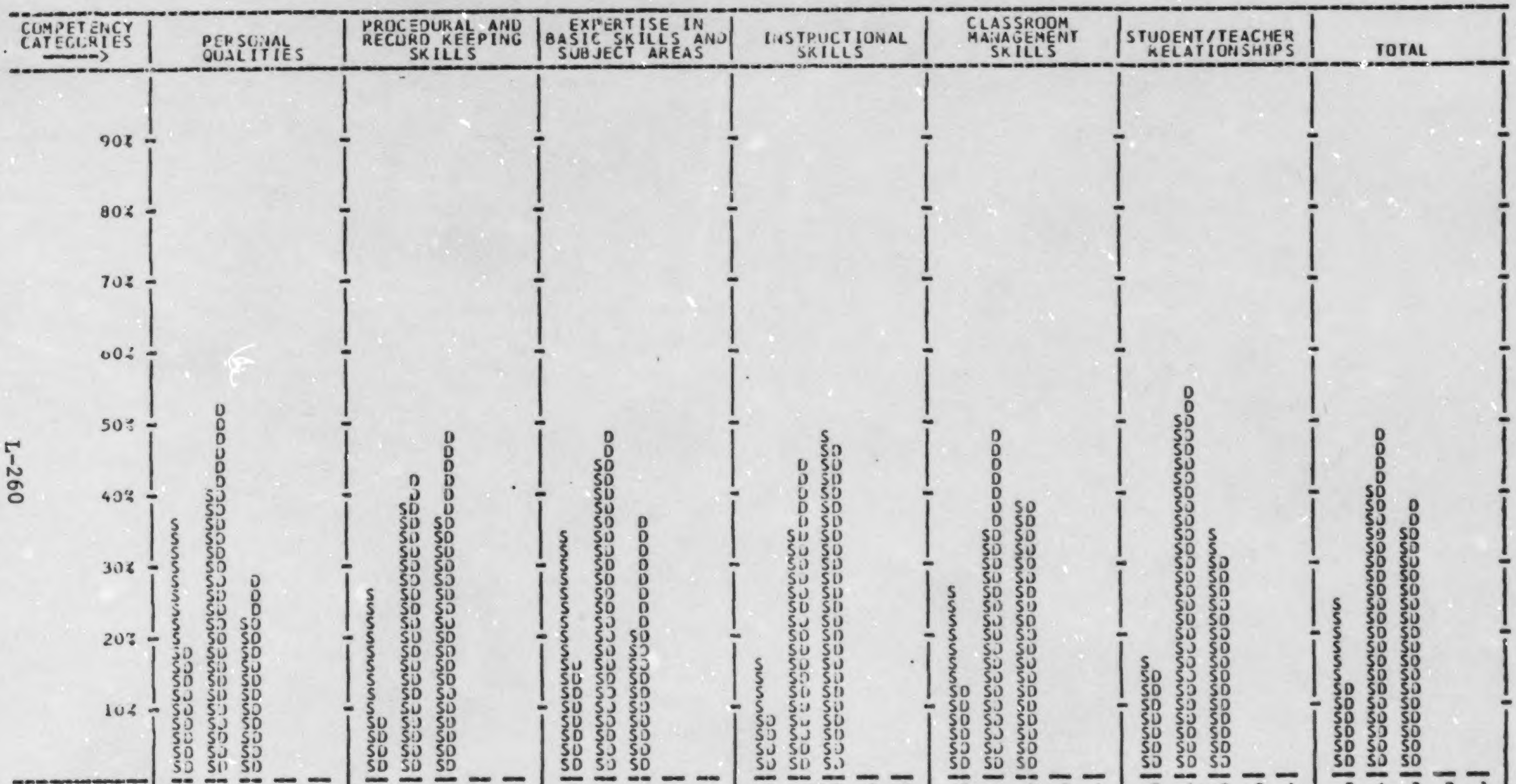

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PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	53	29	1	0	8	43	48	1	0	16	43	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	35	40	23	1	0	27	38	36	0	0	35	45	20	0	0	16	34	49	1	0	27	34	39	0	0	16	50	34	0	0	24	40	35	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED, = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT FULMORE JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		49	54	31	1		
1. IS PUNCTUAL	4.1		5	8	1	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		9	5	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.7		10	5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		8	7				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		4	10	1			
6. SHOWS ENTHUSIASM FOR WORK	3.9		4	6	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		5	6	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3		1	3	11			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		3	4	8			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		12	17	16			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		3	9	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		4	4	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		5	4	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		26	34	15			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		5	10				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		3	5	7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		9	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		5	6	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		4	8	3			
IIB. INSTRUCTIONAL SKILLS	3.7		28	62	89	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		2	6	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		3	5	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		4	7	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		4	5	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		3	3	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		2	6	7			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		3	6	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		2	5	8			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		1	6	8			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5		1	5	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1	5	9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		2	3	9	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		32	41	46			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		5	5	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		4	8	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		6	3	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		5	3	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		3	5	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		3	6	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		3	6	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		3	5	6			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		21	68	46			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		1	8	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		1	7	7			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	8	6			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	9	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		6	9				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		3	7	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		3	6	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		2	7	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		3	7	5			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT FULMORE JR. HIGH IN 1983-84                          MEAN
(NUMBER OF TEACHERS RATED = 015)                                     RATING
                                                                     ------
  IA3.  EXHIBITS POISE AND SELF-CONTROL                               4.67
 IIA3.  HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.53
  IA4.  PRESENTS AN EFFECTIVE ROLE MODEL                              4.53
  IA2.  IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.53
 III5.  IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.40
 IIA1.  USES BASIC ESSENTIALS OF STANDARD ENGLISH                     4.33
  IA5.  USES COMMON SENSE/BEHAVES REALISTICALLY                       4.20
  IA1.  IS PUNCTUAL                                                   4.13
 IIC2.  IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         4.07
 IIA5.  TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        4.07
 IIA4.  PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        4.07
  IA7.  EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.07
 IIC3.  ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.00
 IIC1.  MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.00
 IIB3.  DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         4.00
  IB1.  COMPLIES WITH ALL POLICIES AND PROCEDURES                     4.00
  IB3.  DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.93
  IA6.  SHOWS ENTHUSIASM FOR WORK                                     3.93
 III9.  MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.87
 III6.  COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.87
 IIC4.  ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.87
 IIB4.  DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.87
 III7.  RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.80
 IIC7.  INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.80
 IIC6.  USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.80
 IIB7.  PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.80
  IB2.  KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.80
 IIC8.  PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.79
 III8.  RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.73
 III4.  TREATS STUDENTS IMPARTIALLY                                   3.73
 IIC5.  PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.73
 IIB2.  PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.73
 IIA2.  USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.73
 III3.  IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.67
 III1.  FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.67
 IIB6.  MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.67
 IIB1.  DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.67
  IA9.  WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.67
 III2.  FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.60
 IIB8.  EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.60
 IIB5.  PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.60
 IIB9.  UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.53
IIB11.  INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.47
IIB10.  PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.47
IIB12.  REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.40
  IA8.  DEMONSTRATES PROFESSIONAL GROWTH                              3.33
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1983-84 SUMMARY OF TEACHER EVALUATIONS FOR LAMAR JR HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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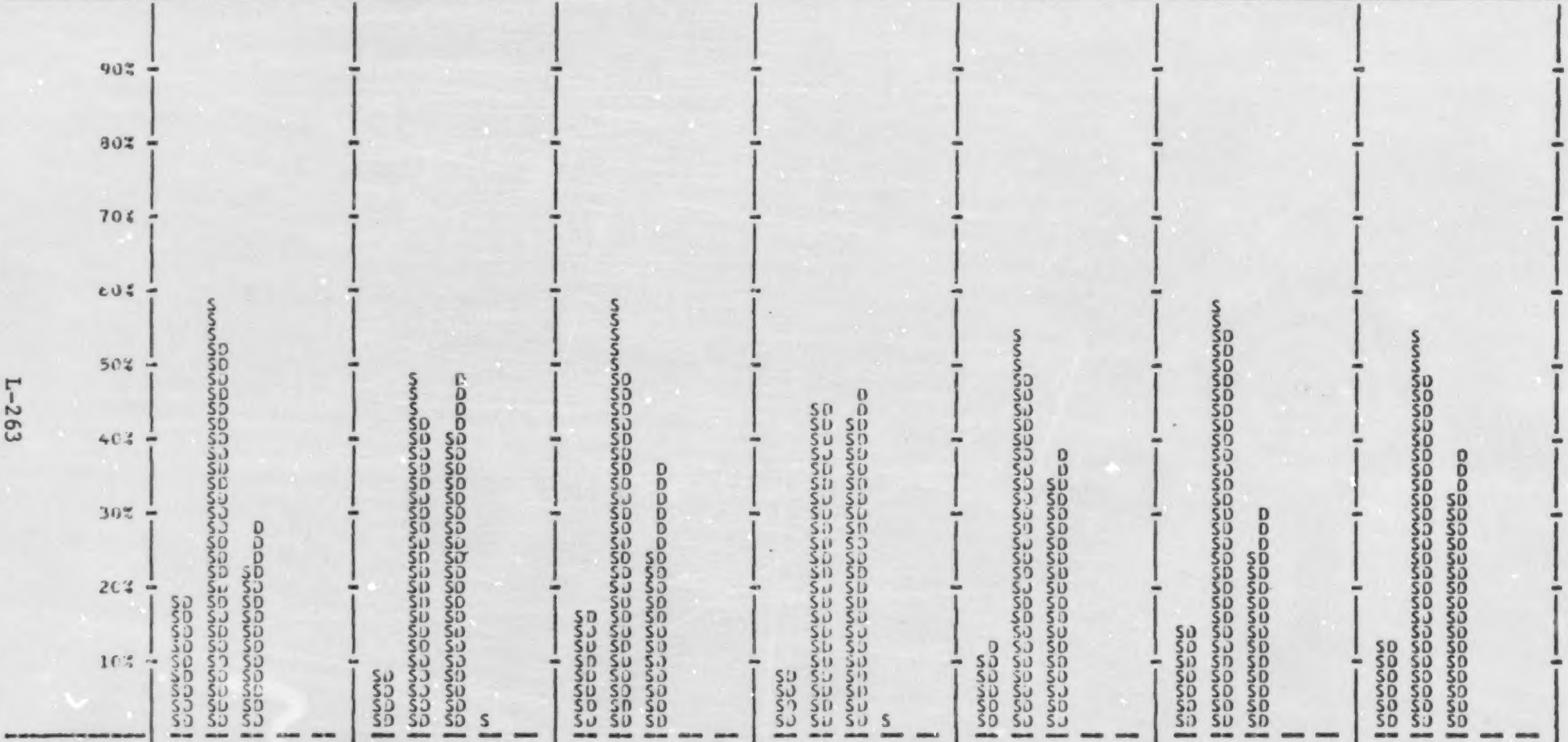

COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	43	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	18	59	23	0	0	9	49	40	2	0	17	59	24	0	0	9	44	43	3	0	11	54	34	1	0	15	59	25	1	0	13	54	32	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 019

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LAMAR JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 019)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		30	100	39			
1. IS PUNCTUAL	3.4		1	6	12			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		5	13				
3. EXHIBITS POISE AND SELF-CONTROL	3.8			14	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		4	13	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		3	13	3			
6. SHOWS ENTHUSIASM FOR WORK	4.3		7	11	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		8	9	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	8	10			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		1	13	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		5	28	23	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		1	7	10	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		3	10	6			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		1	11	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		16	56	23			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		2	15	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		3	7	9			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		5	11	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		3	14	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		3	9	7			
IIB. INSTRUCTIONAL SKILLS	3.6		21	101	98	7		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		2	8	8	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		3	10	5	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		4	11	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		2	7	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		2	5	11	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		4	9	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		2	9	7	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		1	10	8			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1	10	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			9	9	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			8	10	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			5	13	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		17	82	51	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		4	9	5	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		2	14	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		4	8	7			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		1	14	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		2	11	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		1	12	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		1	8	10			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		2	6	10	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.9		26	101	42	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		5	8	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		1	11	6	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	13	3			
4. TREATS STUDENTS IMPARTIALLY	4.0		2	15	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		3	11	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		4	10	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		4	10	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		2	12	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		3	11	5			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LAMAR JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 019)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.32
IA6.	SHOWS ENTHUSIASM FOR WORK	4.32
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.28
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.11
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.11
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.05
III4.	TREATS STUDENTS IMPARTIALLY	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.95
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.95
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.95
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.95
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.94
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.89
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.89
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.89
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.84
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.84
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.84
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.84
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.84
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.79
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.79
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.79
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.79
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.76
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.74
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.68
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.68
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.63
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.63
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.63
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.58
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.58
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.53
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.53
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.47
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.42
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.42
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.42
IA1.	IS PUNCTUAL	3.42
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.37
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.21

1983-94 SUMMARY OF TEACHER EVALUATIONS FOR MARTIN JR HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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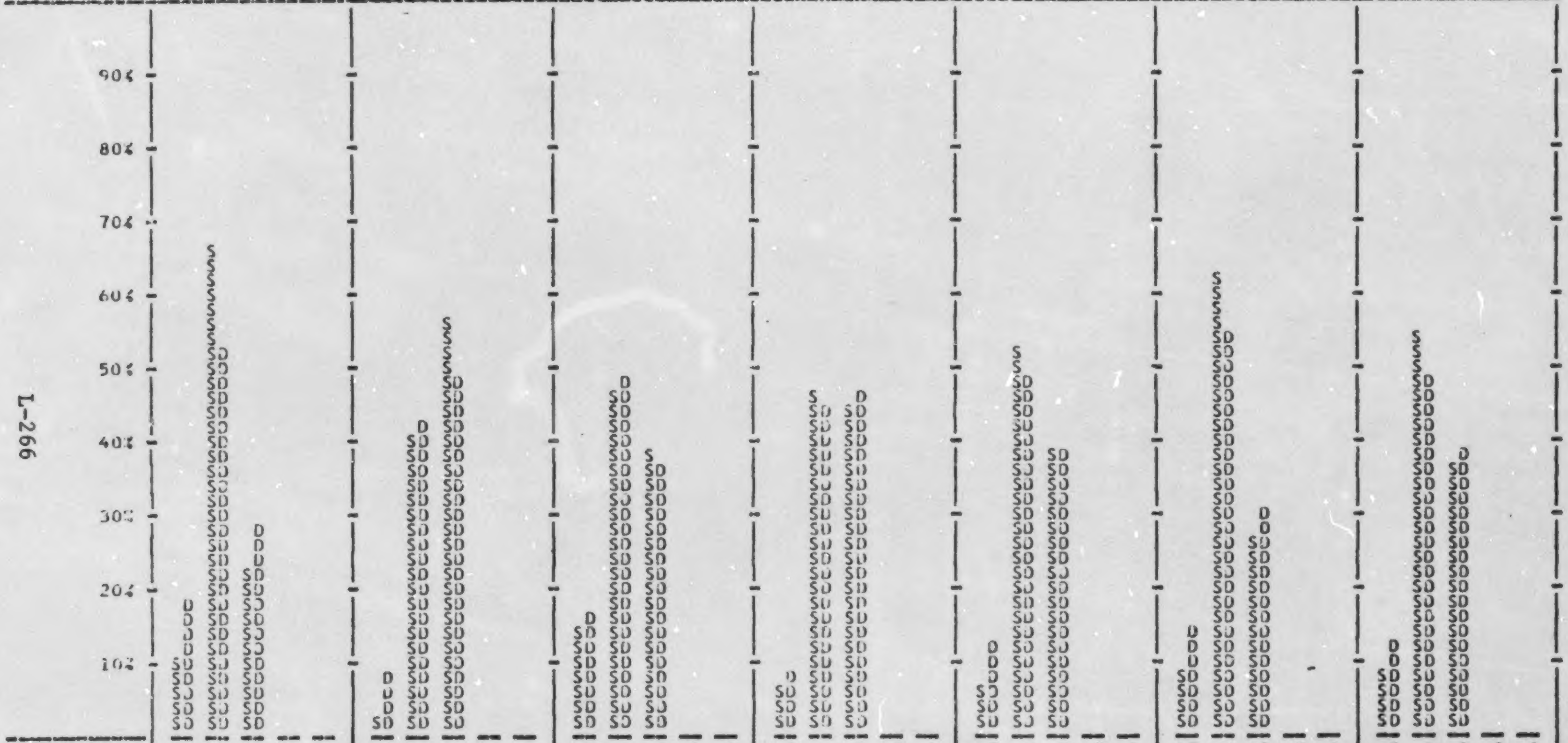

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	11	66	22	1	0	2	41	57	0	0	14	47	38	0	1	7	47	44	1	0	7	53	39	1	1	8	63	27	1	0	9	54	36	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 018

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MARTIN JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 018)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		18	106	36	1		
1. IS PUNCTUAL	4.1		2	15	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		2	12	3	1		
3. EXHIBITS POISE AND SELF-CONTROL	3.9		2	13	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		1	14	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			14	4			
6. SHOWS ENTHUSIASM FOR WORK	4.0		4	10	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		3	12	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		2	6	10			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		2	10	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		1	22	31			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		1	9	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6			11	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			2	16			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		13	42	34		1	
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		6	9	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		2	3	13			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		3	9	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	13	3		1	
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	8	9			
IIB. INSTRUCTIONAL SKILLS	3.6		16	102	95	2	1	
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			14	3	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4			8	10			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		6	8	3		1	
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		1	13	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		2	7	8	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		4	9	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			9	9			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		3	9	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			7	11			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			8	10			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	15			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			7	11			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		10	76	56	1	1	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		3	13	1		1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		3	11	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		2	13	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.2			3	15			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		2	12	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			10	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4			9	8	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			5	13			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		12	97	42	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		3	12	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		2	10	4	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	12	4			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	10	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		2	9	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		1	11	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8			14	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6		1	8	8			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		1	11	4	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MARTIN JR. HIGH IN 1983-84                           MEAN
(NUMBER OF TEACHERS RATED = 018)                                    RATING
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IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       4.17
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        4.06
 IA1. IS PUNCTUAL                                                     4.06
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           4.00
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           4.00
 IA6. SHOWS ENTHUSIASM FOR WORK                                       4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.94
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.94
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         3.94
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.94
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                3.94
 IA3. EXHIBITS POISE AND SELF-CONTROL                                 3.94
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     3.89
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.83
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.83
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            3.83
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              3.83
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.82
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.82
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             3.78
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.78
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         3.76
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.76
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.76
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.72
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          3.72
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.71
III4. TREATS STUDENTS IMPARTIALLY                                     3.71
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.61
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.61
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         3.59
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.56
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.56
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.56
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.56
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.50
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.44
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.44
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.44
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.39
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.39
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.39
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.28
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.17
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.17
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.11
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(JULY, 1984)

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MURCHISON JR HIGH

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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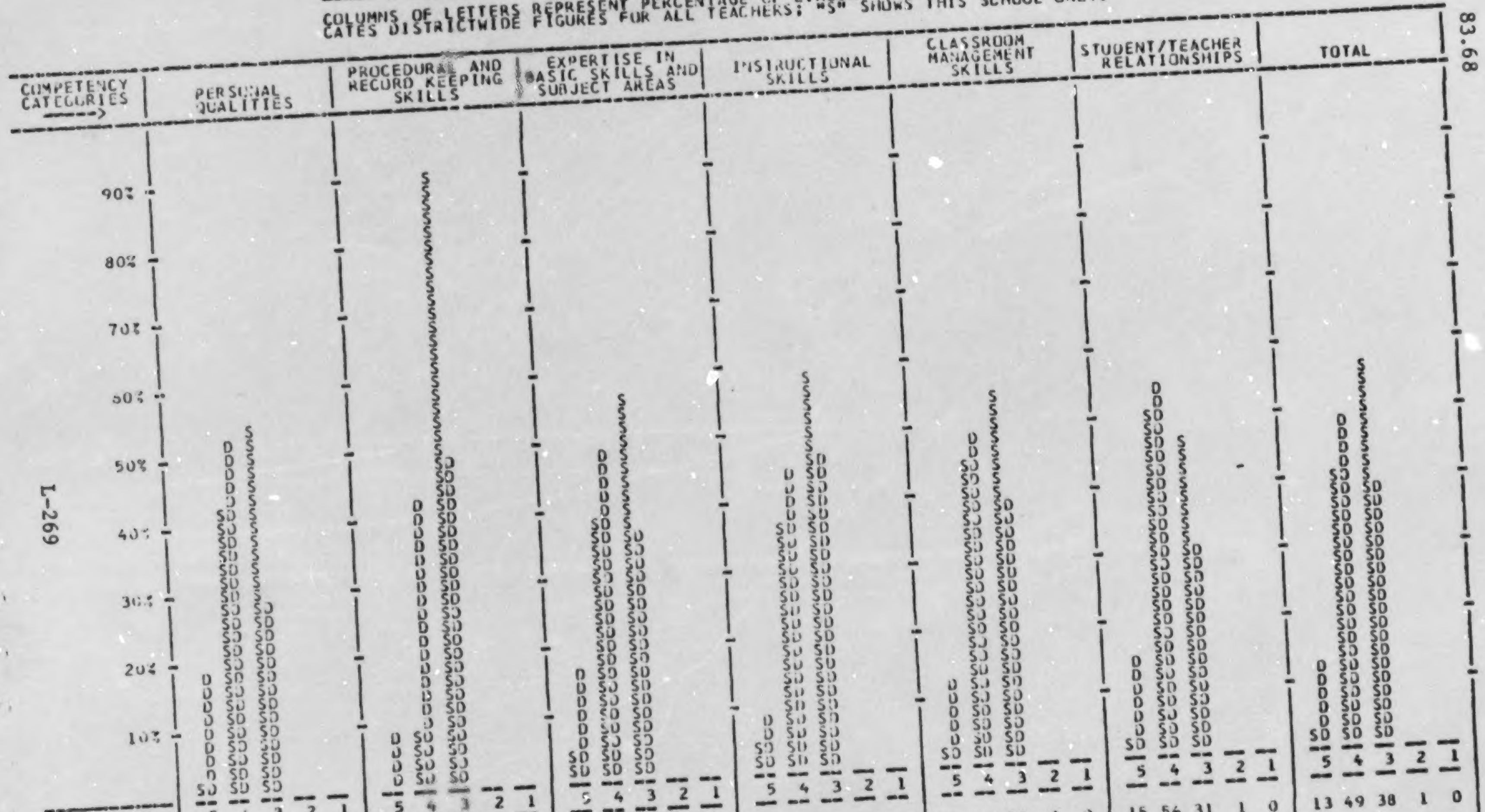

PERCENT OF RESPONSES:	PERSONAL QUALITIES 5	4	3	2	1	PROCEDURAL AND RECORD KEEPING SKILLS 5	4	3	2	1	EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS 5	4	3	2	1	INSTRUCTIONAL SKILLS 5	4	3	2	1	CLASSROOM MANAGEMENT SKILLS 5	4	3	2	1	STUDENT/TEACHER RELATIONSHIPS 5	4	3	2	1	TOTAL 5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	3	43	54	0	0	0	9	91	0	0	5	39	56	0	0	5	36	59	0	0	2	44	54	0	0	3	51	46	0	0	3	40	56	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MURCHISON JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5		4	58	73			
1. IS PUNCTUAL	3.1			1	14			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.1			2	13			
3. EXHIBITS POISE AND SELF-CONTROL	3.4			6	9			
4. PRESENTS AN EFFECTIVE ROLE-MODEL	3.8		1	10	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			7	8			
6. SHOWS ENTHUSIASM FOR WORK	3.7		1	8	6			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6			9	6			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	6	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	9	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			4	41			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			2	13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.1			1	14			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			1	14			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		4	29	42			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	5	9			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			3	12			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		2	9	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5		1	5	9			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			7	8			
IIB. INSTRUCTIONAL SKILLS	3.5	2	9	64	105			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	7	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6	1	1	7	6			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		1	7	7			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	7	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4	1		5	9			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		2	7	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1	9	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		1	3	11			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3		1	2	12			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			4	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			4	11			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			2	13			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5	5	2	51	62			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		1	8	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			8	7			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			8	7			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			5	10			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	9	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			7	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			5	10			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.1	5		1	9			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		4	69	62			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.5			8	7			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			9	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	9	5			
4. TREATS STUDENTS IMPARTIALLY	3.7			10	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6		1	7	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		1	7	7			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5			7	8			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	8	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.3			4	11			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MURCHISON JR. HIGH IN 1983-84                      MEAN
(NUMBER OF TEACHERS RATED = 015)                                   RATING
                                                                   ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         3.87
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             3.80
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 3.73
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  3.73
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.73
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.73
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.73
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.67
 III4. TREATS STUDENTS IMPARTIALLY                                  3.67
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.67
  IA6. SHOWS ENTHUSIASM FOR WORK                                    3.67
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.64
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.60
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        3.60
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.60
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.60
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.60
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.60
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        3.60
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.53
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.53
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.53
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.53
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.47
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.47
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.47
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.47
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.47
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.47
  IA3. EXHIBITS POISE AND SELF-CONTROL                              3.40
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.36
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.33
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.33
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.33
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.27
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.27
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.27
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.27
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.20
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.13
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.13
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.13
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.10
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.07
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.07
  IA1. IS PUNCTUAL                                                  3.07
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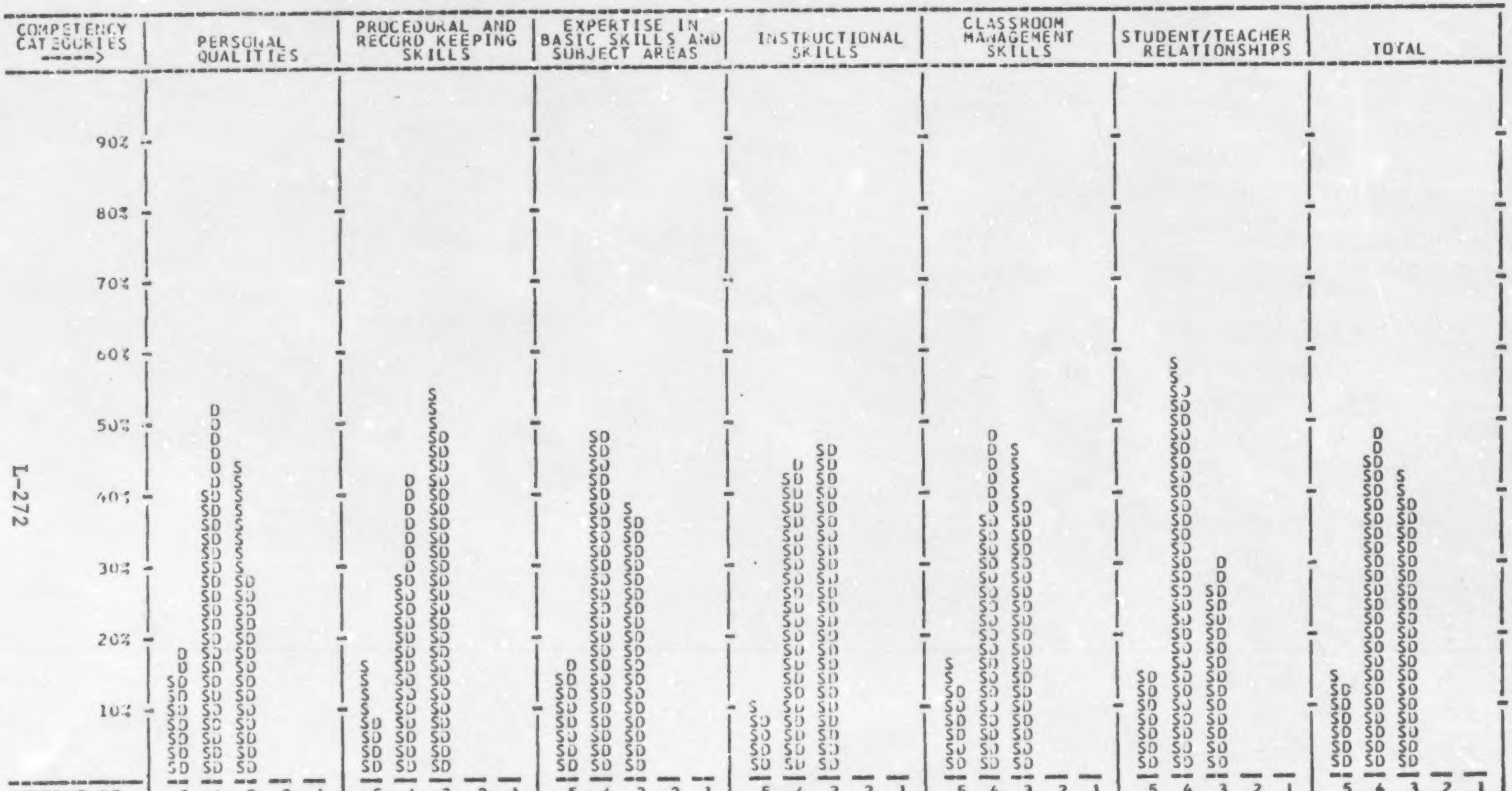
L-271

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR O. HENRY JR HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	15	41	44	1	0	16	29	55	0	0	14	48	38	0	0	10	43	46	1	0	16	37	47	0	0	15	58	27	0	0	14	44	42	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 013

L-272

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT O. HENRY JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		17	48	51	1		
1. IS PUNCTUAL	3.5		1	5	6	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			7	6			
3. EXHIBITS POISE AND SELF-CONTROL	3.5		1	4	8			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		3	4	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			8	5			
6. SHOWS ENTHUSIASM FOR WORK	4.2		4	7	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		2	5	6			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		3	3	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		3	5	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		6	11	21			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		1	4	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		2	3	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		3	4	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		9	31	25			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	8	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		1	4	8			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		4	6	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	6	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		1	7	5			
IIB. INSTRUCTIONAL SKILLS	3.6		16	66	72	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	8	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		2	8	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		3	3	7			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		1	7	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			4	8	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		2	5	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3		2	7	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		3	4	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	6	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	6	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			4	9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			4	9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		17	33	49			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		5	3	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5		2	3	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		2	3	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	2	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	11	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		2	5	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		2	7	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		1	4	8			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		17	68	32			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		2	5	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	7	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		2	11				
4. TREATS STUDENTS IMPARTIALLY	4.0		3	7	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	9	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7			9	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3		2	6	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		4	7	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		2	7	4			

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT O. HENRY JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 013)

	MEAN RATING
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.15
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.15
IA6. SHOWS ENTHUSIASM FOR WORK	4.15
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.08
III4. TREATS STUDENTS IMPARTIALLY	4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.92
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.85
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.85
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.85
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.85
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.85
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.83
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.83
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.77
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.77
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.77
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.77
IA4. PRESENTS AN EFFECTIVE RULE MODEL	3.77
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.69
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.69
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.69
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.69
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.69
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.69
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.69
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.69
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.69
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.69
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.62
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.62
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.62
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.54
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.54
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.54
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.54
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.46
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.46
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.46
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.46
IA3. EXHIBITS POISE AND SELF-CONTROL	3.46
IA1. IS PUNCTUAL	3.46
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.31
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.31
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.23

(JULY, 1984)

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR PEARCE JR HIGH

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

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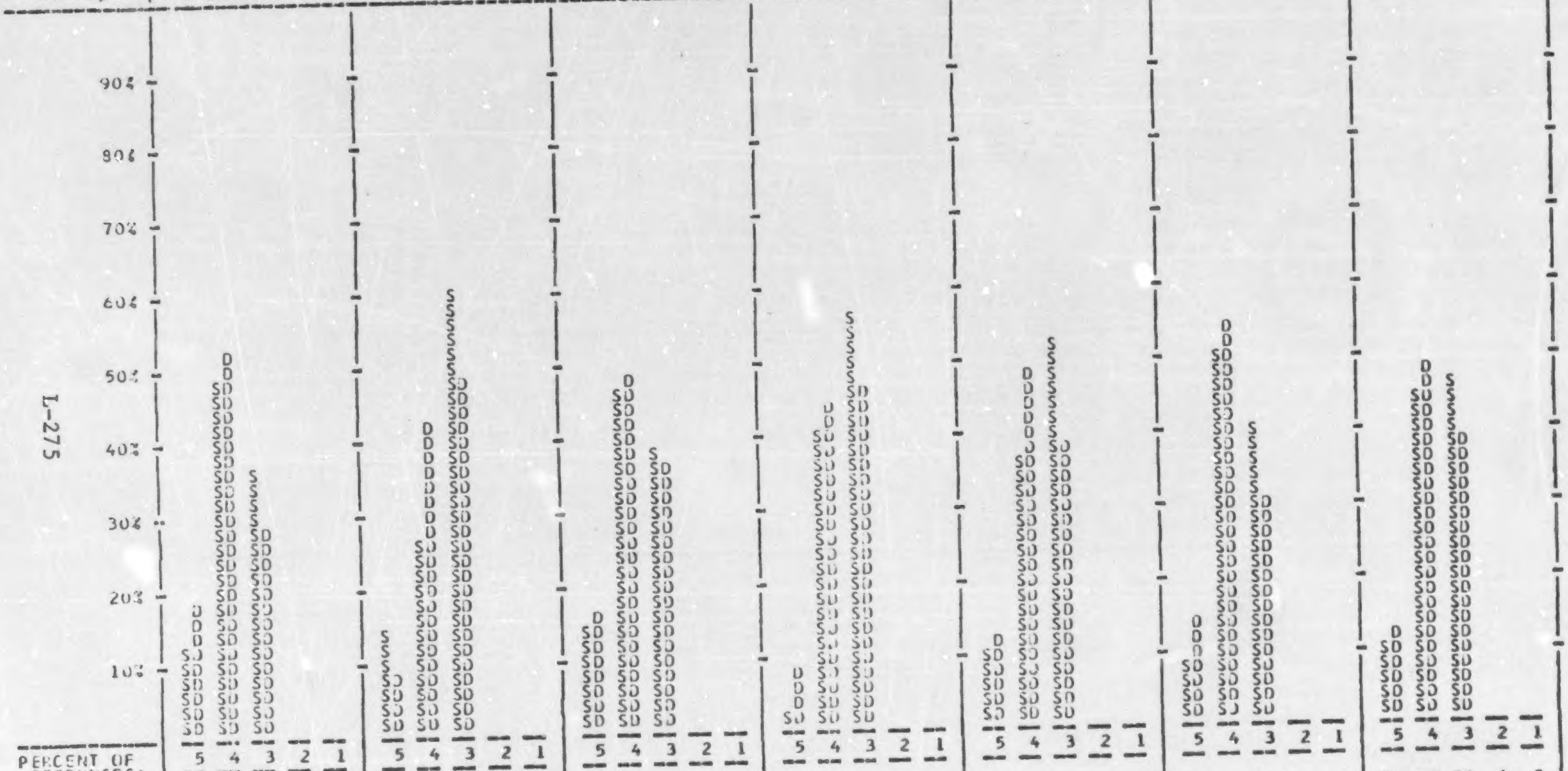

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	13	49	37	1	0	14	26	60	0	0	15	46	39	0	0	3	41	56	0	0	11	36	52	0	0	9	51	40	0	0	10	44	47	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 019

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PEARCE JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 019)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		22	84	64	1		
1. IS PUNCTUAL	3.5		2	7	9	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5		2	5	12			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		2	12	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		3	13	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6			11	8			
6. SHOWS ENTHUSIASM FOR WORK	4.1		6	9	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		4	8	7			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		2	11	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		1	8	10			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		8	15	34			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			5	14			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		3	6	10			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		5	4	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		14	44	37			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		3	7	9			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		3	5	11			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		4	12	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	11	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		2	9	8			
IIB. INSTRUCTIONAL SKILLS	3.5		7	94	127			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	10	8			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7			14	5			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	9	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		2	8	9			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			7	12			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.4		1	6	12			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6			12	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4			7	12			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			6	13			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			6	13			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			5	14			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3		1	4	14			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		17	55	79			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		5	8	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		3	8	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		3	8	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			7	12			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5		1	8	10			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			5	14			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		3	7	9			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		2	4	12			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		15	88	68			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6		2	7	10			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	12	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		2	11	6			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	12	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		1	11	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		2	7	10			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		3	9	7			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6		1	9	9			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		2	10	7			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PEARCE JR. HIGH IN 1983-84                            MEAN
(NUMBER OF TEACHERS RATED = 019)                                      RATING
                                                                      ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                        4.11
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.05
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.95
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            3.84
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  3.84
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.79
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.79
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.79
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 3.79
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.74
 III4. TREATS STUDENTS IMPARTIALLY                                      3.74
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.74
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.74
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.74
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.74
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.74
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            3.68
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.68
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.68
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.68
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.63
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.63
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.63
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.63
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.63
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.58
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.58
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.58
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.58
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.58
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      3.53
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              3.53
  IA1. IS PUNCTUAL                                                      3.53
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.47
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.44
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.42
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.37
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.37
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.37
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.32
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.32
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.32
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.26
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.26
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.26
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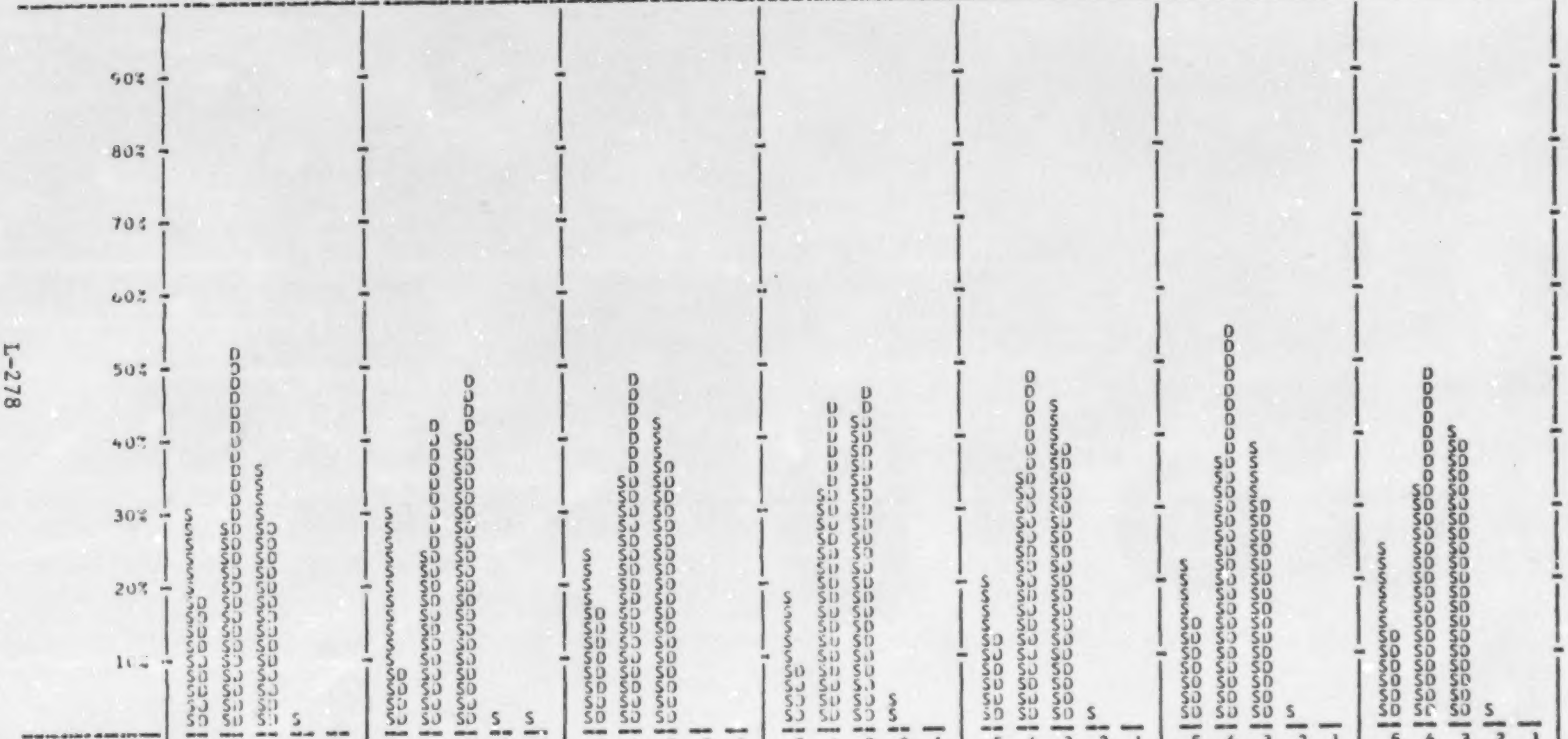
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR PORTER JR HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	30	29	37	3	0	31	24	41	2	3	24	34	42	0	0	19	33	43	4	1	20	34	44	2	0	23	36	39	2	0	24	33	41	2	1

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 025

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT PORTER JR. HIGH IN 1983-84
(NUMBER OF TEACHERS RATED = 025)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	11	65	63	80	6		
1. IS PUNCTUAL	3.7		7	5	12	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		6	8	11			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		8	8	8	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		8	8	8	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		7	9	8	1		
6. SHOWS ENTHUSIASM FOR WORK	3.9		7	8	10			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		8	7	10			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.1	11	6	4	3	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		8	6	10	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8	16	18	14	24	1	2	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		7	6	11	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8	4	7	4	9		1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8	12	4	4	4		1	
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	19	25	36	45			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		5	11	9			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.9	16	3	2	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		6	8	11			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		5	8	12			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9	3	6	7	9			
IIB. INSTRUCTIONAL SKILLS	3.6	83	41	71	93	9	3	
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6	10	3	4	7	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	6	6	3	9	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6	1	4	7	12	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6	2	3	8	11	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4	2	3	7	10	3		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7	2	4	9	10			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		6	7	11	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8	3	4	10	7	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8	6	4	7	8			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	10	2	6	6		1	
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	18	1	3	2		1	
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0	23	1				1	
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	24	36	59	78	3		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		5	9	11			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7	2	5	7	11			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8	3	5	8	9			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7	4	3	9	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8	2	6	7	10			
6. USE[illegible] VARIETY OF MOTIVATIONAL STRATEGIES	3.7	3	4	8	9	1		
7. INV[illegible] ALL STUDENTS IN LEARNING ACTIVITIES	3.7	1	5	8	10	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	9	3	3	9	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.8	4	50	80	86	5		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		7	8	9	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		5	10	9	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		6	8	11			
4. TREATS STUDENTS IMPARTIALLY	3.8		6	9	10			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		6	8	10	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		6	8	10	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		4	10	11			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		6	10	8	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8	4	4	9	8			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT PORTER JR. HIGH IN 1983-84                       MEAN
(NUMBER OF TEACHERS RATED = 025)                                RATING
                                                                ------
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                          4.07
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                     3.92
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                          3.92
  IA3. EXHIBITS POISE AND SELF-CONTROL                           3.92
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS         3.89
  IA6. SHOWS ENTHUSIASM FOR WORK                                 3.88
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                   3.88
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM    3.86
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP   3.84
 III4. TREATS STUDENTS IMPARTIALLY                               3.84
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                  3.84
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                 3.84
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS       3.84
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES               3.83
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST           3.82
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING   3.81
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS              3.80
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT      3.80
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS        3.80
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES              3.79
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING   3.77
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                    3.77
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   3.76
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS     3.76
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS       3.76
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG   3.76
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE     3.76
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                 3.76
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS     3.74
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM    3.74
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       3.74
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS      3.72
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU    3.72
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION    3.72
  IA1. IS PUNCTUAL                                               3.72
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES              3.71
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT          3.71
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                 3.68
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES               3.60
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES     3.58
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT      3.57
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG    3.53
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK   3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY            3.43
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT           3.43
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS   3.00
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1983-84 SUMMARY OF TEACHER EVALUATIONS FOR IND ARTS/CVAE/VEH/OCC ORIENT (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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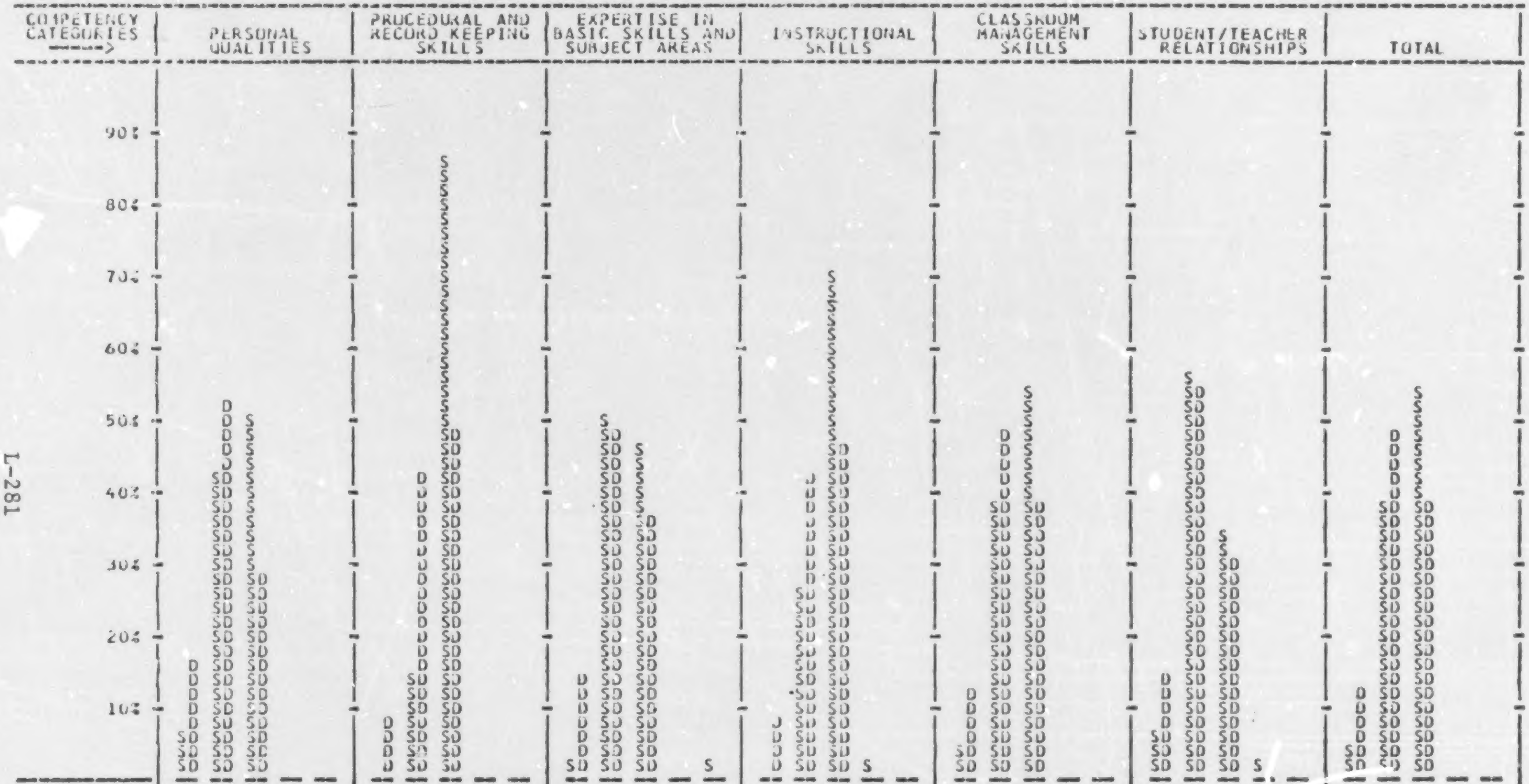

COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	6	43	51	1	0	0	14	86	0	0	2	50	46	0	2	1	27	70	2	1	4	38	55	1	1	7	56	35	2	0	4	39	55	1	1

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 10

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN IND ARTS/CVAE/VEH/OCC ORIENT (JR HI)
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5	1	5	38	45	1		
1. IS PUNCTUAL	3.4			4	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5		1	4	4	1		
3. EXHIBITS POISE AND SELF-CONTROL	3.6		1	4	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6			6	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			5	5			
6. SHOWS ENTHUSIASM FOR WORK	3.8		2	4	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.5			5	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3	1		3	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		1	3	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1	2		4	24			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				10			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.2	1		2	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2	1		2	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5	2	1	24	22		1	
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4			4	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1		3	6			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		1	6	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.2			4	5		1	
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8	1		7	2			
IIB. INSTRUCTIONAL SKILLS	3.3	4	1	31	81	2	1	
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3	1		4	4	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4			4	6			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.2		1	2	6		1	
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			4	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.1			2	7	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.4			4	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			3	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			3	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			3	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2	1		2	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0	1			9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0	1			9			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4	4	3	29	42	1	1	
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.4		2	2	5		1	
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.3	1		3	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3	1		3	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3	1		3	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	5	4			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			5	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6	1		6	2	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			2	8			
III. STUDENT/TEACHER RELATIONSHIPS	3.7	1	6	50	31	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		1	6	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			6	3	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7			7	3			
4. TREATS STUDENTS IMPARTIALLY	3.6			6	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8			8	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		1	4	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5		1	3	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	6	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8	1	2	4	2	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF IND ARTS/CVAE/VEH/OCC ORIENT   (JR HI)             MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 010)                         RATING
                                                                    ------
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.80
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.80
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.80
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          3.80
  IA6. SHOWS ENTHUSIASM FOR WORK                                     3.80
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.78
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.78
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.70
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.70
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.60
 III4. TREATS STUDENTS IMPARTIALLY                                   3.60
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.60
  IA3. EXHIBITS POISE AND SELF-CONTROL                               3.60
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.56
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.50
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.50
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.50
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         3.50
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.50
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.50
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.40
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.40
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SE[illegible]ENTIAL CONTENT          3.40
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUD[illegible] COMPETENCIES           3.40
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.40
  IA1. IS PUNCTUAL                                                   3.40
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.33
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.33
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.33
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.33
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.33
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              3.33
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.30
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.30
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.30
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.22
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.22
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.22
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.20
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.20
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.20
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.10
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.00
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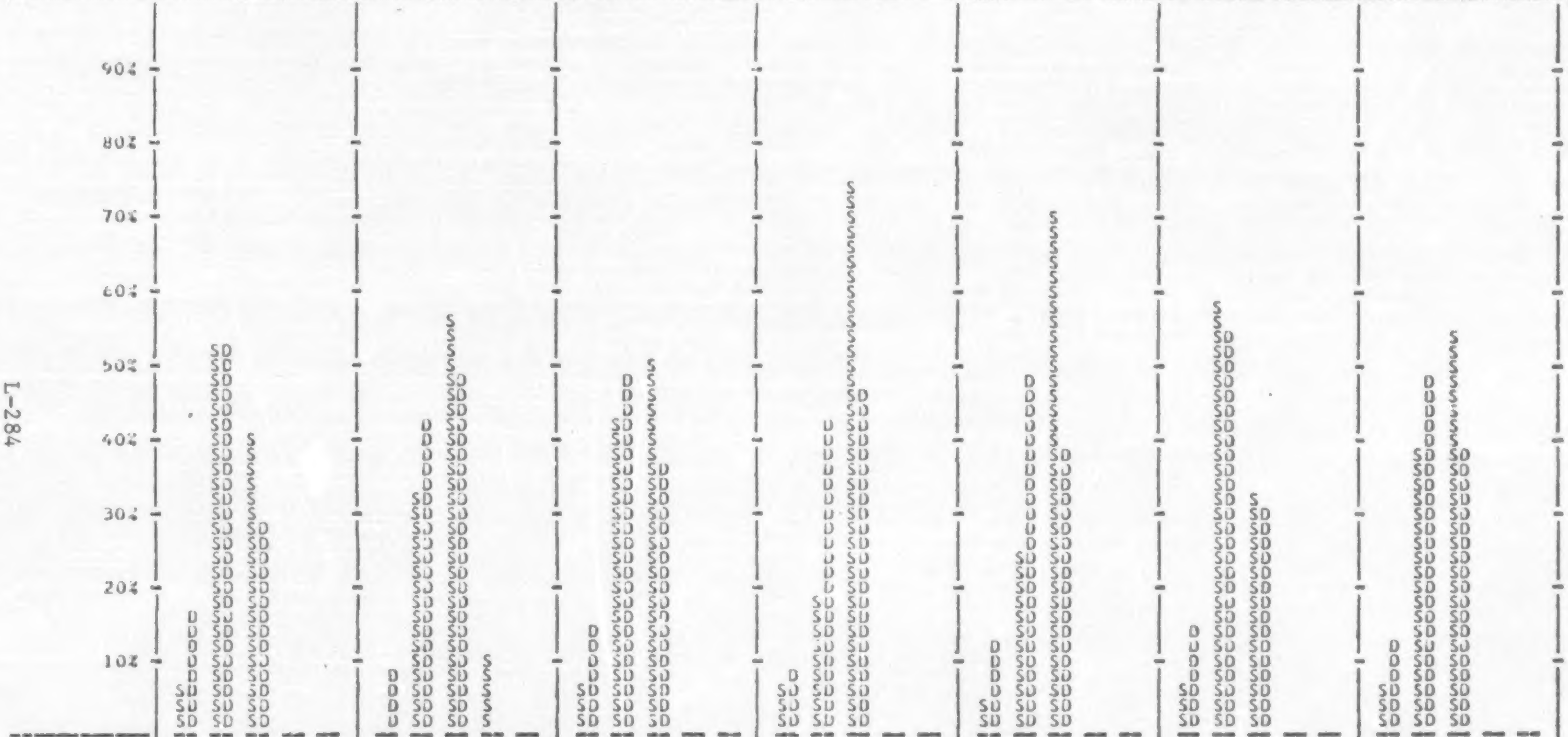
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HOMEMAKING - REG (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	7	52	41	0	0	0	33	56	11	0	7	43	50	0	0	6	19	75	0	0	4	25	71	0	0	7	59	33	0	0	6	38	55	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 03

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN HOMEMAKING - REG (JR HI)
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		2	14	11			
1. IS PUNCTUAL	3.0				3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.3			1	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			3				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			2	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	1	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			1	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.3			1	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.2			3	5	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			1	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0			1	1	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			1	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		1	6	7			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			1	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			1	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			2	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		1		2			
IIB. INSTRUCTIONAL SKILLS	3.3		2	7	27			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	1	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.3			1	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		1		2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			1	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			1	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			1	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			1	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			1	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.3		1	6	17			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7			2	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.3			1	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			1	2			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.3			1	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.0				3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			1	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		1		2			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		2	16	9			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	1	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7			2	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7			2	1			
4. TREATS STUDENTS IMPARTIALLY	3.7			2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7			2	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7			2	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7			2	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			2	1			

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HOMEMAKING - REG                  (JR HI)             MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 003)                           RATING
                                                                      ------
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.33
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         4.00
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             4.00
 IA6. SHOWS ENTHUSIASM FOR WORK                                        4.00
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.00
 IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.00
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.67
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.67
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.67
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            3.67
III4. TREATS STUDENTS IMPARTIALLY                                      3.67
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.67
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.67
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.67
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.67
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.67
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.67
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.67
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.67
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.33
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      3.33
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.33
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.33
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.33
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.33
IIB6. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING          3.33
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.33
IIB8. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.33
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.33
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.33
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.33
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.33
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.33
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              3.33
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 3.33
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.33
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         3.00
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.00
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.00
 IA1. IS PUNCTUAL                                                      3.00
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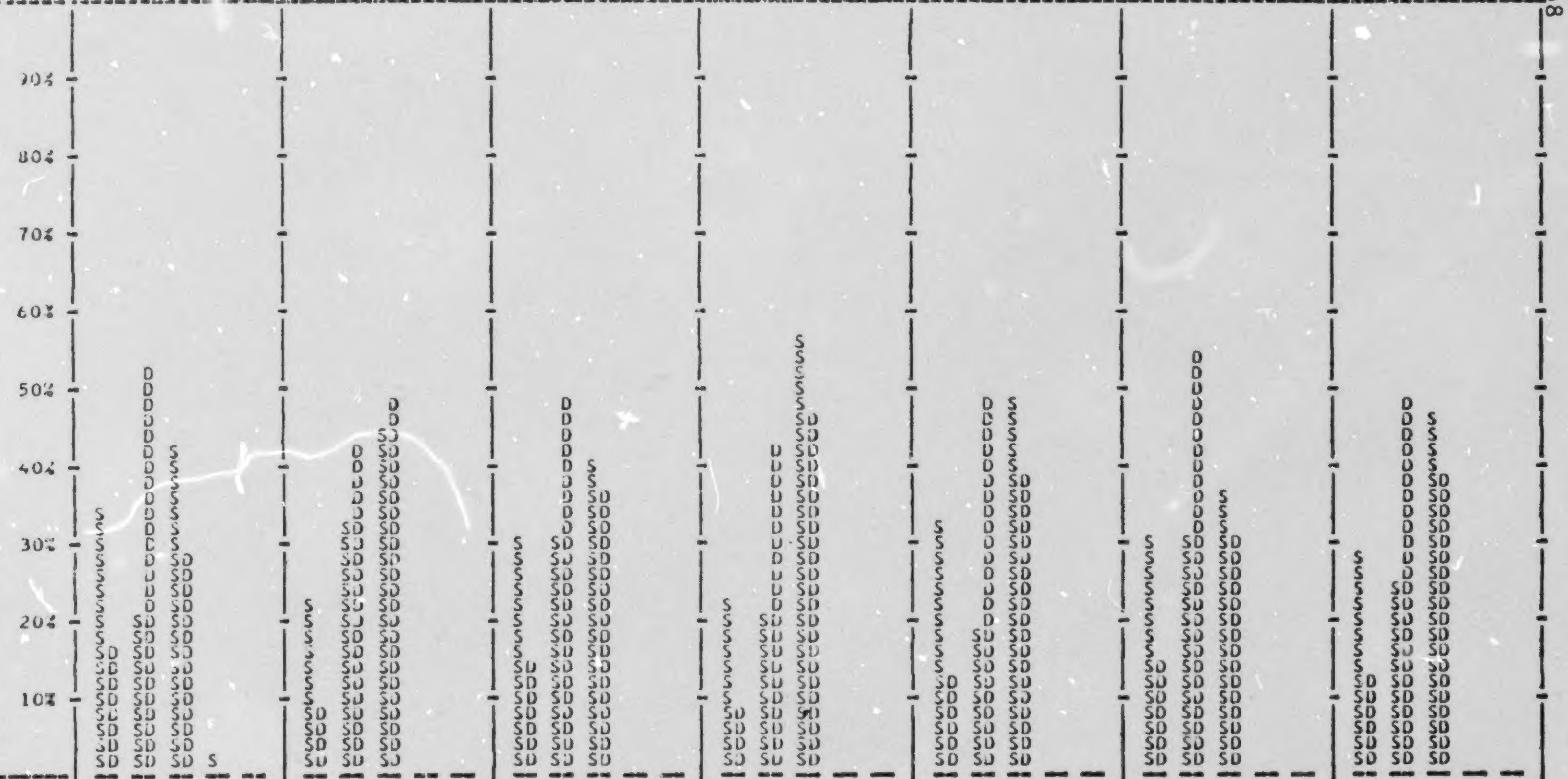
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BUSINESS (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-287



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					*INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	35	21	42	2	0	22	33	44	0	0	30	30	40	0	0	23	21	56	0	0	33	19	48	0	0	31	31	37	0	0	29	25	46	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 06

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN BUSINESS (JR HI)
(NUMBER OF TEACHERS RATED = 006)

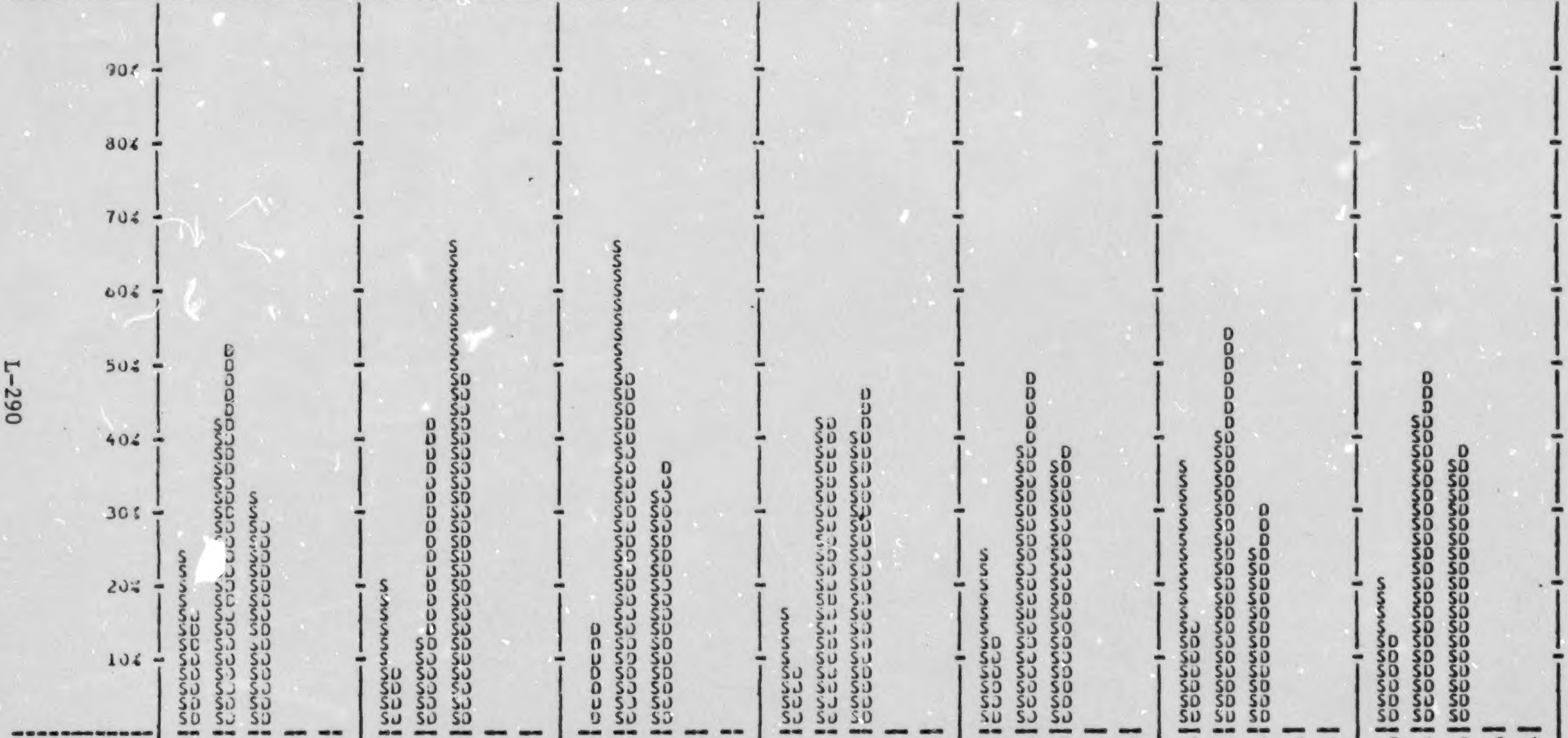
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		18	11	22	1		
1. IS PUNCTUAL	3.7		2	1	2	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		1	2	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		2	1	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		3	1	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		2	2	2			
6. SHOWS ENTHUSIASM FOR WORK	4.0		2	2	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		2	1	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	1	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		3		3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		4	6	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		1	3	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		1	2	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		2	1	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		9	9	12			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		1	3	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		1	1	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		3	1	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	2	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		2	2	2			
IIB. INSTRUCTIONAL SKILLS	3.7	2	16	15	39			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		2	1	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		2	2	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		2	2	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		2	1	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		1	2	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	1	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	2	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	2	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3		1		5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3		1		5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2	1		1	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2	1		1	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		16	9	23			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		2	2	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	1	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		2	2	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		2	1	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	2	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	1	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		2		4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		2		4			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		17	17	20			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		1	3	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	2	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		2	3	1			
4. TREATS STUDENTS IMPARTIALLY	4.2		2	3	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		2	2	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		2	1	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		2	1	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		3		3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		2	2	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BUSINESS (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 006)

		MEAN RATING
III4.	TREATS STUDENTS IMPARTIALLY	4.17
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.17
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.17
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.17
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.83
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.83
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.83
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.83
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.83
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.83
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.83
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.83
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.83
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.83
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.83
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.83
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.83
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.83
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.67
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.67
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.67
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.67
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.67
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.67
IA1.	IS PUNCTUAL	3.67
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.33
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.20
IIB11.	INTERPRETS CRN TESTS AND EVALUATION ACCURATELY	3.20

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR FOREIGN LANGUAGE (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0
SUBJECT:	24	42	33	0	0	20	13	67	0	0	0	67	33	0	0	16	43	41	0	0

COMPETENCY CATEGORIES ----->	CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	24	39	37	0	0	36	40	24	0	0	21	42	36	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 05

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN FOREIGN LANGUAGE (JR HI)
(NUMBER OF TEACHERS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		11	19	15			
1. IS PUNCTUAL	3.6		1	1	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		1	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		1	4				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	1	3			
6. SHOWS ENTHUSIASM FOR WORK	4.0		1	3	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		2	2	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4		1		4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		2	1	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		3	2	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		1	1	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		1		4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		1	1	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	1		16	8			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			4	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1		1	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8			4	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			3	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8			4	1			
IIB. INSTRUCTIONAL SKILLS	3.7	2	9	25	24			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		2	2	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		2	1	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		1	3	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		2	1	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		1	1	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6			3	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	3	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8			4	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5	1		2	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			2	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			2	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	1		1	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	2	9	15	14			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		1	4				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		1	3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.2		2	2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			2	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	1	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		2	1	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	1	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3	2		1	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		16	18	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		3		2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			3	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		2	2	1			
4. TREATS STUDENTS IMPARTIALLY	4.2		2	2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		2	2	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		2	2	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		1	2	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.6		3	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	3	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF FOREIGN LANGUAGE (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 005)

		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.60
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.20
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.20
III4.	TREATS STUDENTS IMPARTIALLY	4.20
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.20
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.20
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.20
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.20
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.20
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.80
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.80
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.80
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.80
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.80
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.60
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.60
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.60
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.60
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.60
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.60
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.60
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.60
IA1.	IS PUNCTUAL	3.60
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.40
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.40
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.40
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.40
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.40
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.25

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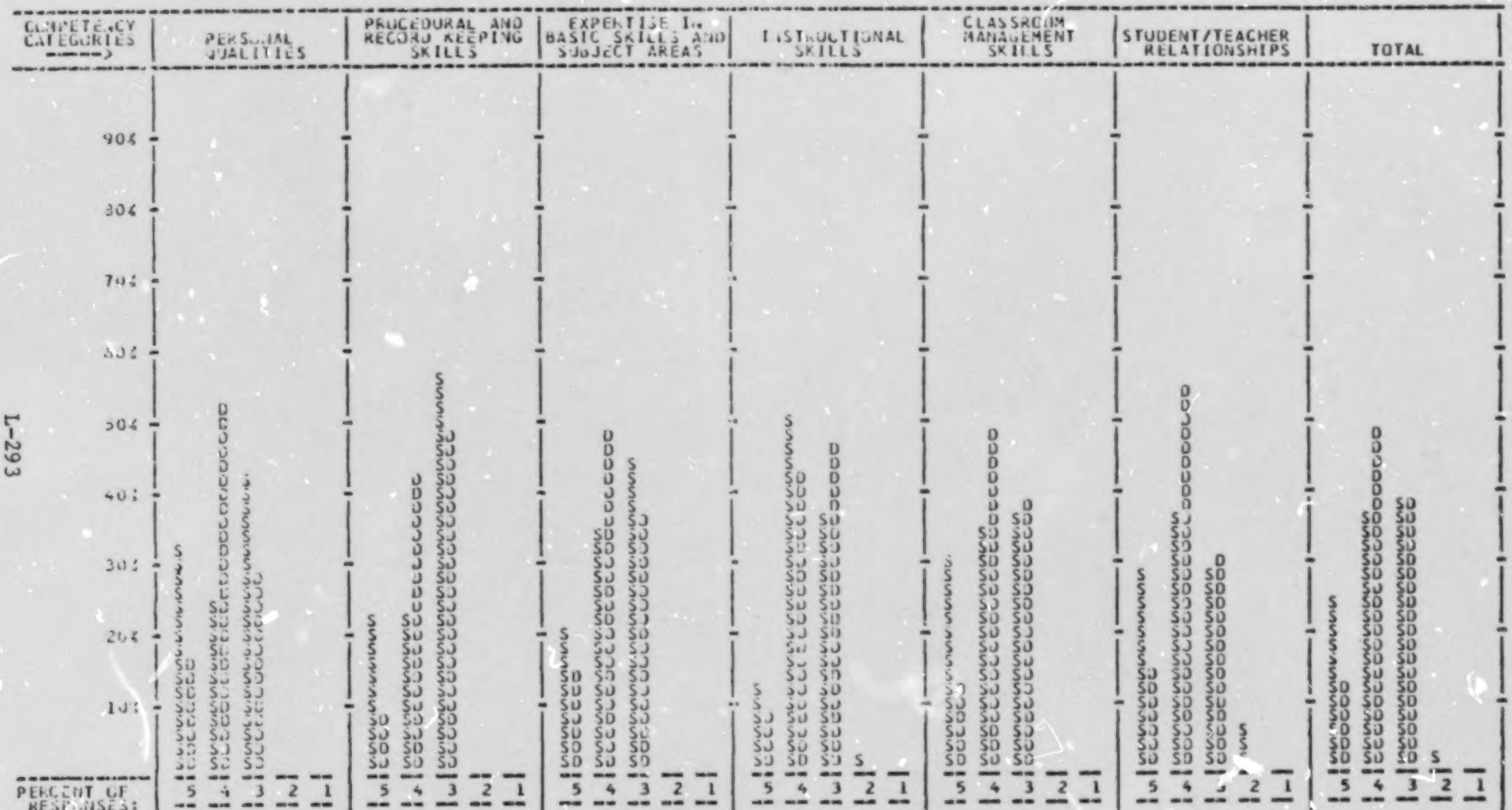
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HEALTH/PHYSICAL ED (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	49	1	0	15	48	36	0	0	3	45	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	32	24	42	1	0	22	22	57	0	0	20	35	45	0	0	12	50	36	2	0	31	34	36	0	0	28	36	29	7	0	24	36	38	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 08

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN HEALTH/PHYSICAL ED (JR HI)
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	1	23	17	30	1		
1. IS PUNCTUAL	3.5		1	2	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		3	3	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		2	2	3	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		3	2	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		2	2	4			
6. SHOWS ENTHUSIASM FOR WORK	4.1		4	1	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		4	1	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	2	1	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		2	3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7	1	5	5	13			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		1	2	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		2	1	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9	1	2	2	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		8	14	18			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	2	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		1	1	6			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		3	3	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	4	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		2	4	2			
IIB. INSTRUCTIONAL SKILLS	3.7	6	11	45	32	2		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		2	4	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	4	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		2	3	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		2	4	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			4	2	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		2	3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		2	2	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8	2		5	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5	2		3	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6			5	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			4	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7	2		4	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	5	18	20	21			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		3	2	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		1	3	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		4	1	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		2	2	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3	2	2	4				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3	2	2	4				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		2	3	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7	1	2	1	4			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		20	26	21	5		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.5		1	3	3	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		2	3	2	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		3	3	2			
4. TREATS STUDENTS IMPARTIALLY	4.0		2	4	2			
5. IS ADAPTABLE IN DEALING WITH INDIV. AND CULTURAL DIFFS	3.6		2	2	3	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		2	3	2	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		3	2	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		2	3	2	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	3	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HEALTH/PHYSICAL ED (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 008)

		MEAN RATING
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.33
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.33
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.13
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.13
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.13
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.13
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.13
IA6.	SHOWS ENTHUSIASM FOR WORK	4.13
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.13
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.88
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.88
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.88
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.88
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.86
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.83
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.75
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.75
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.75
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.75
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.75
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.75
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.75
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.75
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.71
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.71
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.63
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.63
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.63
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.63
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.63
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IA1.	IS PUNCTUAL	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.38
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.25

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MATHEMATICS (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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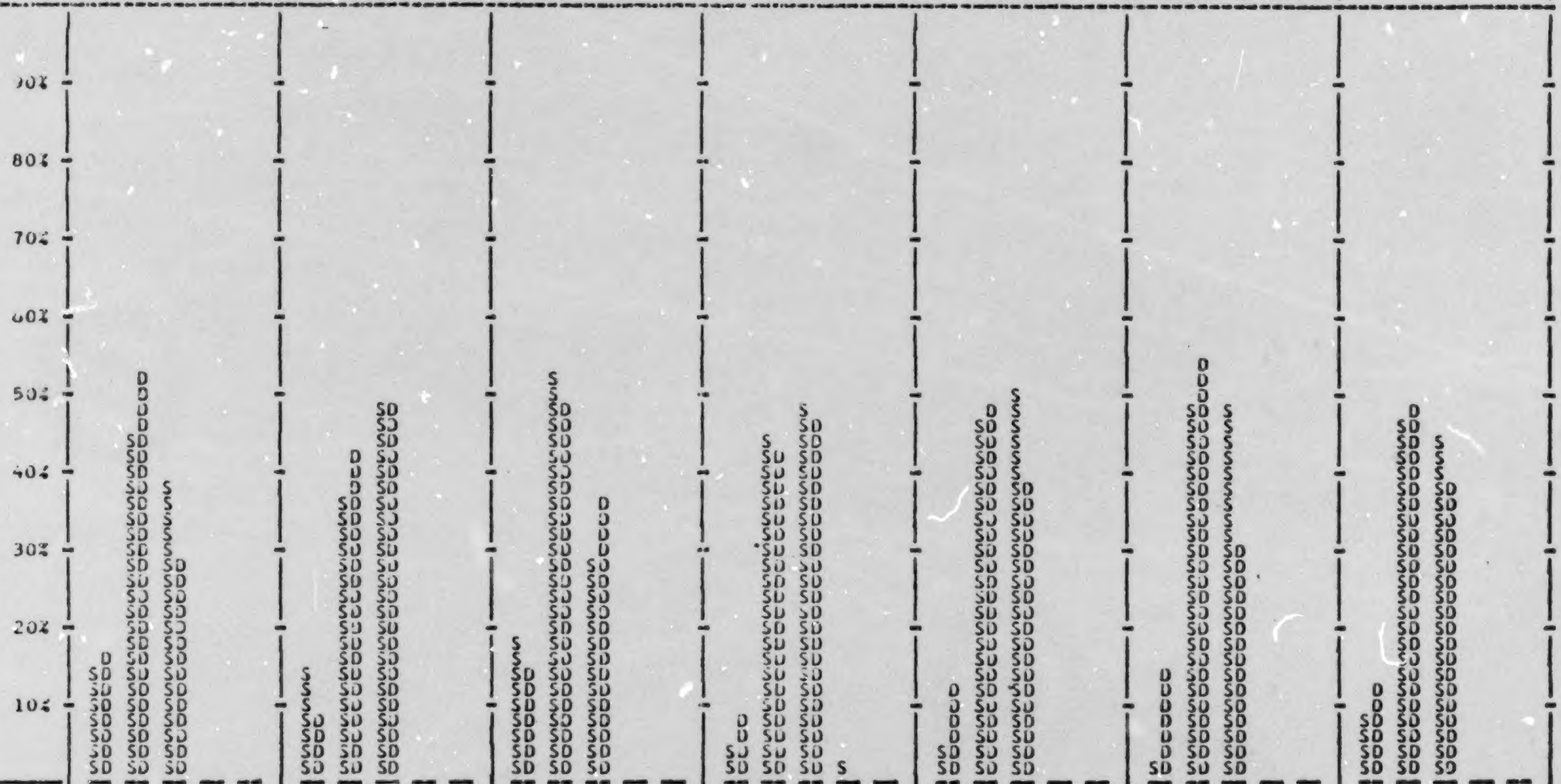


COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	15	45	39	0	0	14	37	49	0	0	19	52	29	0	0	5	45	48	2	0	5	46	50	0	0	3	48	48	0	0	9	46	44	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 27

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN MATHEMATICS (JR HI)
(NUMBER OF TEACHERS RATED = 027)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7	3	36	108	94	1		
1. IS PUNCTUAL	3.7		5	9	12	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		7	11	9			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		5	13	9			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		5	14	7			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		2	16	9			
6. SHOWS ENTHUSIASM FOR WORK	3.8		4	14	9			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		4	12	11			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5	3	2	9	13			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		2	10	15			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7	5	11	28	37			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		4	7	16			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8	1	5	10	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7	4	2	11	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		26	70	39			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	12	14			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.4		12	13	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		9	13	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		2	19	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		2	13	12			
IIB. INSTRUCTIONAL SKILLS	3.5	17	15	138	147	7		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5	4		13	9	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	4	1	15	6	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		4	10	13			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		2	14	11			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		2	8	15	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8	1	3	15	8			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6			16	10	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		1	7	19			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			12	15			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			11	15	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	4		9	13	1		
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	4	2	8	13			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	2	10	98	106			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		2	15	10			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	17	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		3	12	12			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		2	11	14			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		1	14	12			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			9	18			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4			11	16			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	2		9	16			
III. STUDENT/TEACHER RELATIONSHIPS	3.5		8	117	117	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.5			14	13			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			14	12	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		1	16	10			
4. TREATS STUDENTS IMPARTIALLY	3.6			15	12			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5		2	10	15			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.4		1	10	16			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		2	12	13			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			12	15			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		2	14	11			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF MATHEMATICS (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 027)

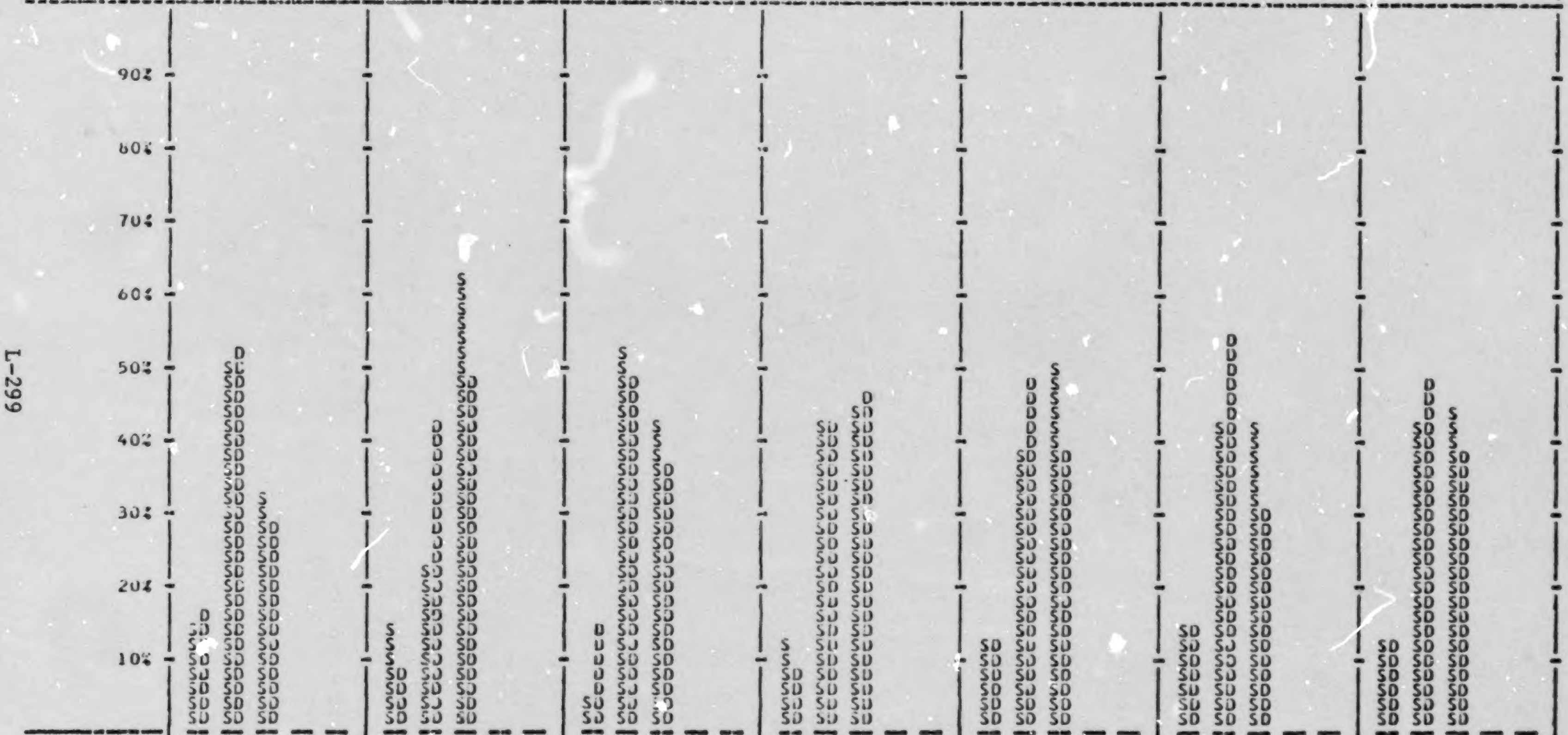
		MEAN RATING
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.37
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.15
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.93
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.92
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.85
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.85
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.81
IA6.	SHOWS ENTHUSIASM FOR WORK	3.81
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.78
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.77
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.74
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.74
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.70
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.70
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.67
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.67
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.67
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.67
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.67
IA1.	IS PUNCTUAL	3.67
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.65
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.63
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.59
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.59
III4.	TREATS STUDENTS IMPARTIALLY	3.56
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.56
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.56
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.56
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.54
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.52
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.52
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.52
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.52
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.52
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.52
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.48
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.44
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.44
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.44
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.41
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.37
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.37
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.36
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.35
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.33
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.33

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SCIENCE (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-299



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	15	51	33	1	0	15	22	63	0	0	4	53	42	0	0	12	43	45	0	0	13	38	50	0	0	15	43	42	0	0	13	43	44	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 09

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN SCIENCE (JR HI)
(NUMBER OF TEACHERS RATED = 009)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		12	41	27	1		
1. IS PUNCTUAL	3.7		2	3	3	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		3	3	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.4			4	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			7	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8			7	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		4	4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		2	4	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		1	4	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6			5	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		4	6	17			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3		1	1	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	3	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		2	2	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		2	24	19			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4			4	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			4	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		1	6	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			5	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	5	3			
IIB. INSTRUCTIONAL SKILLS	3.7		13	46	49			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	3	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		1	4	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		3	4	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		2	3	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.2			2	7			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		3	2	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		1	4	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	4	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	3	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			6	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			6	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6			5	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		9	27	36			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		1	5	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1	4	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		1	4	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	5	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		1	3	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		1	4	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		2	1	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3		1	1	7			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		12	35	34			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6			5	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	4	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		2	4	3			
4. TREATS STUDENTS IMPARTIALLY	3.7			6	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.4		1	2	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6		1	3	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		2	5	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		2	3	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		3	3	3			

I-300

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SCIENCE                        (JR HI)          MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 009)                     RATING
                                                                ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                 4.33
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES     4.11
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING   4.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS      4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS        4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS              3.89
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM    3.89
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT      3.89
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                     3.89
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP   3.78
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT          3.78
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG   3.78
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT      3.78
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM    3.78
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                   3.78
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                          3.78
 III4. TREATS STUDENTS IMPARTIALLY                               3.67
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS       3.67
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                 3.67
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST           3.67
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS     3.67
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY            3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG    3.67
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING   3.67
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU    3.67
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES      3.67
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                    3.67
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                          3.67
  IA1. IS PUNCTUAL                                               3.67
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   3.56
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                  3.56
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES              3.56
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES               3.56
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS   3.56
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES              3.56
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES               3.56
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION    3.56
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE     3.56
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS       3.56
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS     3.44
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS         3.44
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                 3.44
  IA3. EXHIBITS POISE AND SELF-CONTROL                           3.44
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK   3.33
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                 3.33
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT           3.22
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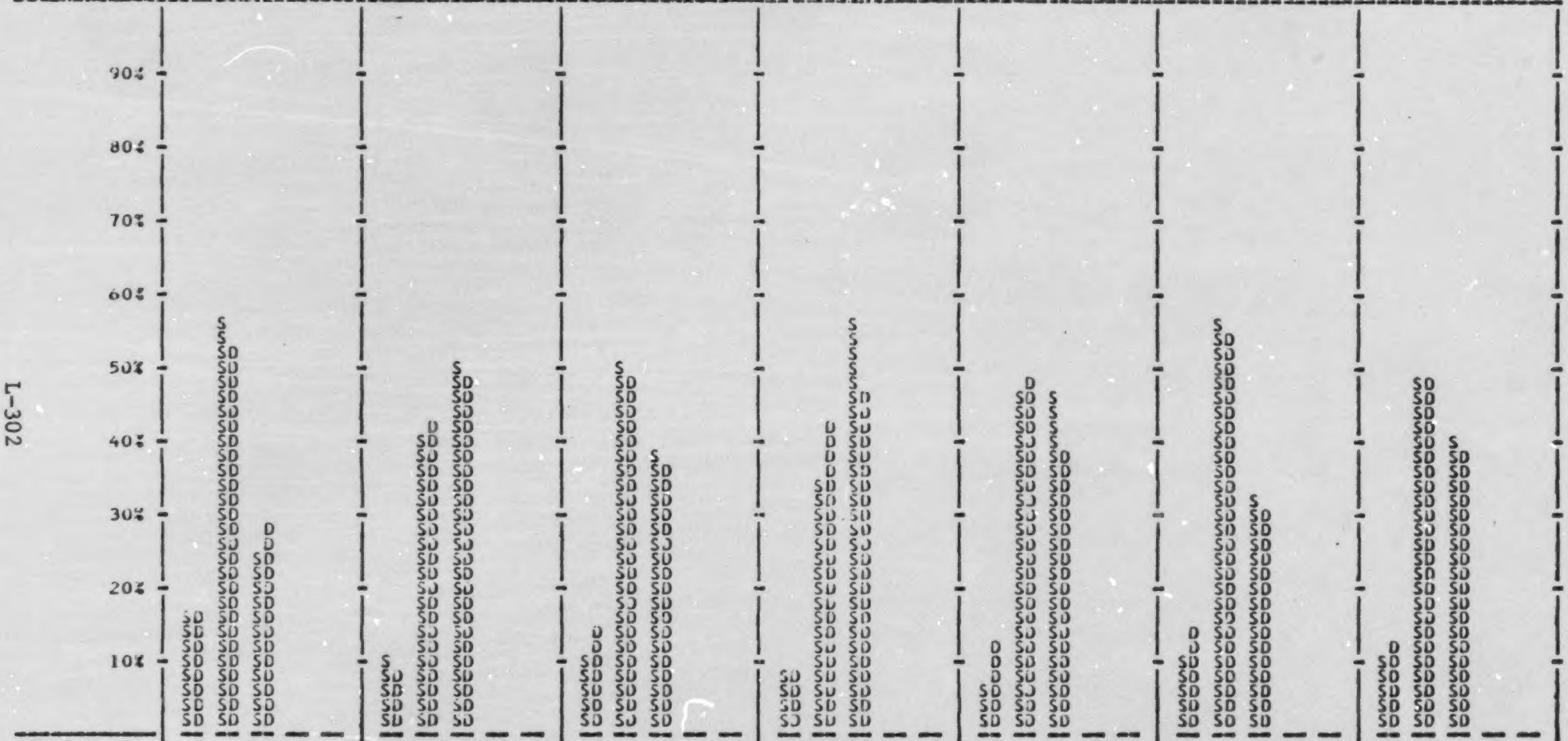
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR GEOG/GOV/HIS/SOC SCI (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-302



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	C	13	49	38	1	0
SUBJECT:	17	57	25	0	0	10	40	50	0	0	10	51	39	0	0	8	34	57	0	0	7	47	46	0	0	10	57	33	0	0	11	48	41	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 20

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN GEOG/GOV/HIS/SOC SCI (JR HI)
(NUMBER OF TEACHERS RATED = 020)

83.68

L-303

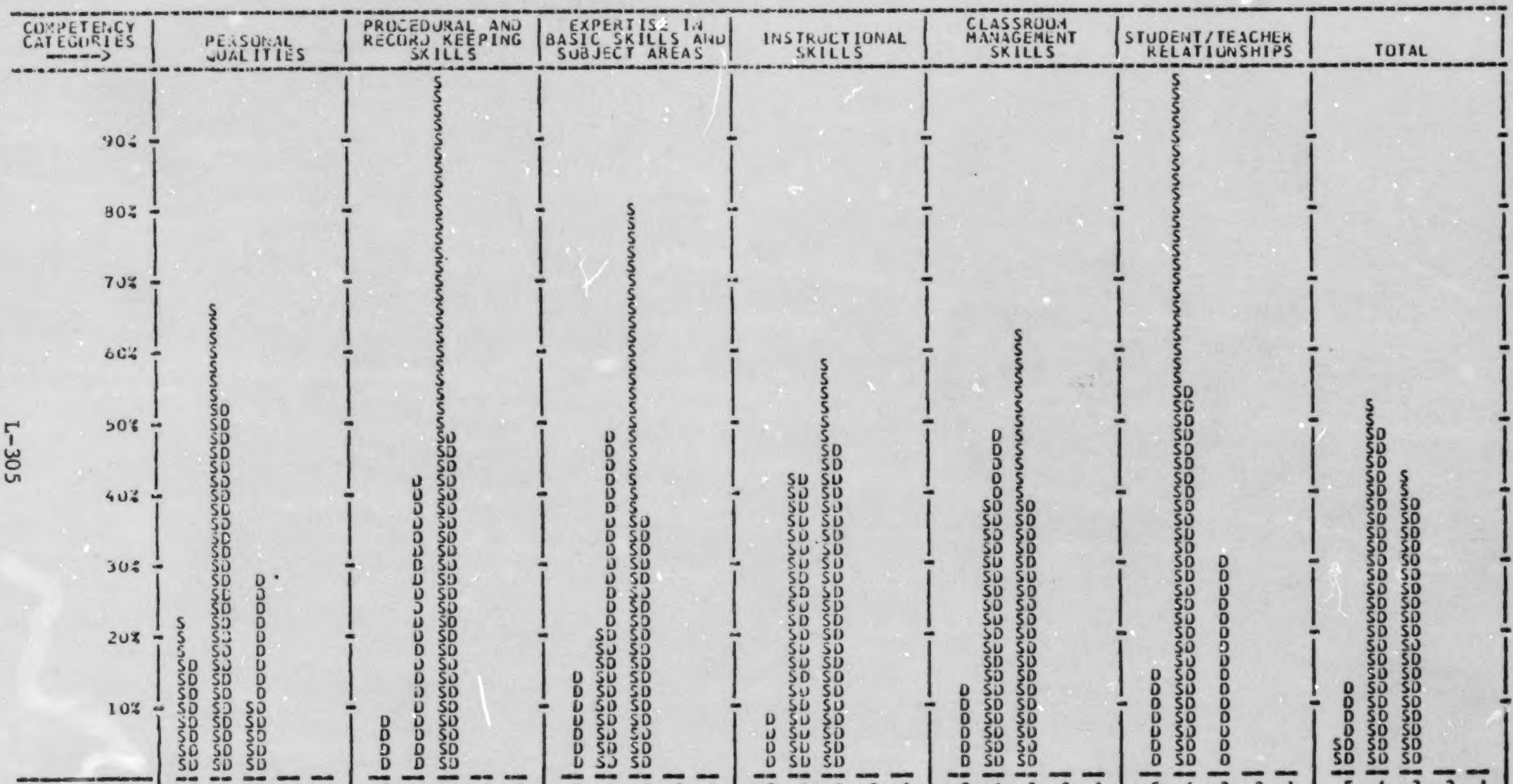
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	2	31	102	45			
1. IS PUNCTUAL	3.9		4	10	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		4	11	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	12	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		5	12	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		1	16	3			
6. SHOWS ENTHUSIASM FOR WORK	4.0		4	12	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		6	10	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	2	2	8	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		3	11	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	2	6	23	29			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		2	9	9			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6	1	2	7	10			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6	1	2	7	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	6	9	48	37			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		3	14	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	6		4	10			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		3	9	8			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		2	12	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	9	10			
IIB. INSTRUCTIONAL SKILLS	3.5	26	17	73	123	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4	2		8	10			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4		1	5	14			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7	1	2	10	7			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5	1	1	7	11			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4	2	2	4	12			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6	1	4	4	11			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	8	11			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8	1	4	7	8			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7	1	2	9	8			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	5		6	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.1	6		2	12			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1	6		3	10	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	7	11	71	69			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		4	9	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		3	11	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6	1	2	8	9			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4	2		7	11			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	12	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5	1		9	10			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		1	8	11			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	3		7	8			
III. STUDENT/TEACHER RELATIONSHIPS	3.8	2	18	102	58			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		3	13	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		2	12	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		2	11	7			
4. TREATS STUDENTS IMPARTIALLY	3.8		2	11	7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		3	11	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		3	9	8			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		1	12	7			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	13	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7	2	1	10	7			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF GEOG/GOV/HIS/SOC SCI (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 020)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.10
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.10
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.95
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.95
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.90
IA1.	IS PUNCTUAL	3.90
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.85
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.85
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.85
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.85
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.80
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.80
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.80
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.79
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.75
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.75
III4.	TREATS STUDENTS IMPARTIALLY	3.75
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.75
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.75
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.74
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.70
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.70
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.68
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.67
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.67
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.65
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.63
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.63
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.58
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.58
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.55
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.47
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.47
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.47
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.44
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.44
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.40
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.39
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.35
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.29
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.14
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.14

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR CHOIR (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	22	67	11	0	0	0	0	100	0	0	0	20	80	0	0	0	42	58	0	0	0	38	63	0	0	0	100	0	0	0	4	52	43	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 01

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN CHOIR (JR HI)
(NUMBER OF TEACHERS RATED = 001)

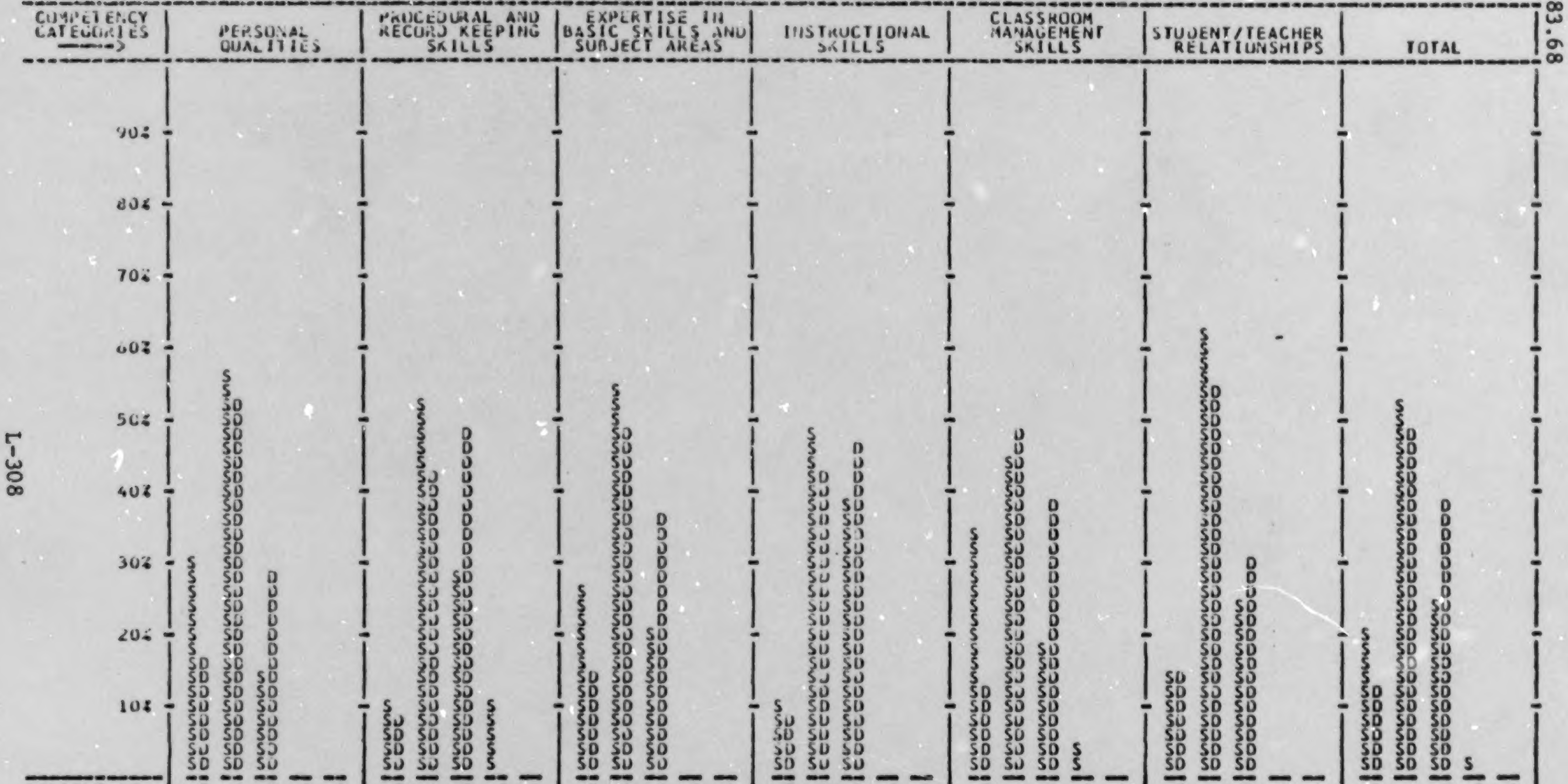
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		2	6	1			
1. IS PUNCTUAL	4.0			1				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.0				1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			1				
6. SHOWS ENTHUSIASM FOR WORK	5.0		1					
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		1					
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			1				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.2			1	4			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.0				1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.0				1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				1			
IIB. INSTRUCTIONAL SKILLS	3.4			5	7			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			1				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.0				1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0				1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.0				1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			1				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			1				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				1			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4			3	5			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.0				1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.0				1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			1				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				1			
III. STUDENT/TEACHER RELATIONSHIPS	4.0			9				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			1				
4. TREATS STUDENTS IMPARTIALLY	4.0			1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0			1				

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF CHOIR (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 001)

		MEAN RATING
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.00
IA6.	SHOWS ENTHUSIASM FOR WORK	5.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IA1.	IS PUNCTUAL	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.00
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.00

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BAND/ORCHESTRA (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	30	56	14	0	0	10	52	29	10	0	26	54	20	0	0	11	49	39	1	0	35	44	18	4	0	14	62	24	0	0	21	53	25	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 07

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN BAND/ORCHESTRA (JR HI)
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		19	35	9			
1. IS PUNCTUAL	4.1		3	2	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		3	3	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		2	5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	5	1			
6. SHOWS ENTHUSIASM FOR WORK	4.4		3	4				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		3	3	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	4	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		2	4	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		2	11	6	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			5	1	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		1	3	2	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		1	3	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		9	19	7			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9			6	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4			3	4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.6		4	3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		3	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.1		2	4	1			
IIB. INSTRUCTIONAL SKILLS	3.7		9	41	32	1		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.1		3	2	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	5	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7			5	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			2	4			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		2	3	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		1	4	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	3	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	2	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU.LRNG	3.6			4	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			3	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			3	3	1		
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		19	24	10	2		1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		3	2	1	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		3	3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		3	2	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		2	4	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		1	4	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		2	4	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		3	3	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		2	2	1	1		1
III. STUDENT/TEACHER RELATIONSHIPS	3.9		9	39	15			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		1	4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	4	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	5	1			
4. TREATS STUDENTS IMPARTIALLY	4.0		1	5	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		2	3	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7			5	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		2	3	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			5	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BAND/ORCHESTRA (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 007)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.57
IA6.	SHOWS ENTHUSIASM FOR WORK	4.43
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.29
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.29
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.29
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.29
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.29
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.29
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.14
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.14
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.14
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.14
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.14
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.14
IA1.	IS PUNCTUAL	4.14
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.86
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.86
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.86
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.86
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.86
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.86
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.83
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.71
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.71
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.71
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.71
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.71
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.71
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.57
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.57
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.57
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.57
IIB11.	INTERPRETS CWN TESTS AND EVALUATION ACCURATELY	3.43
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.43
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.29

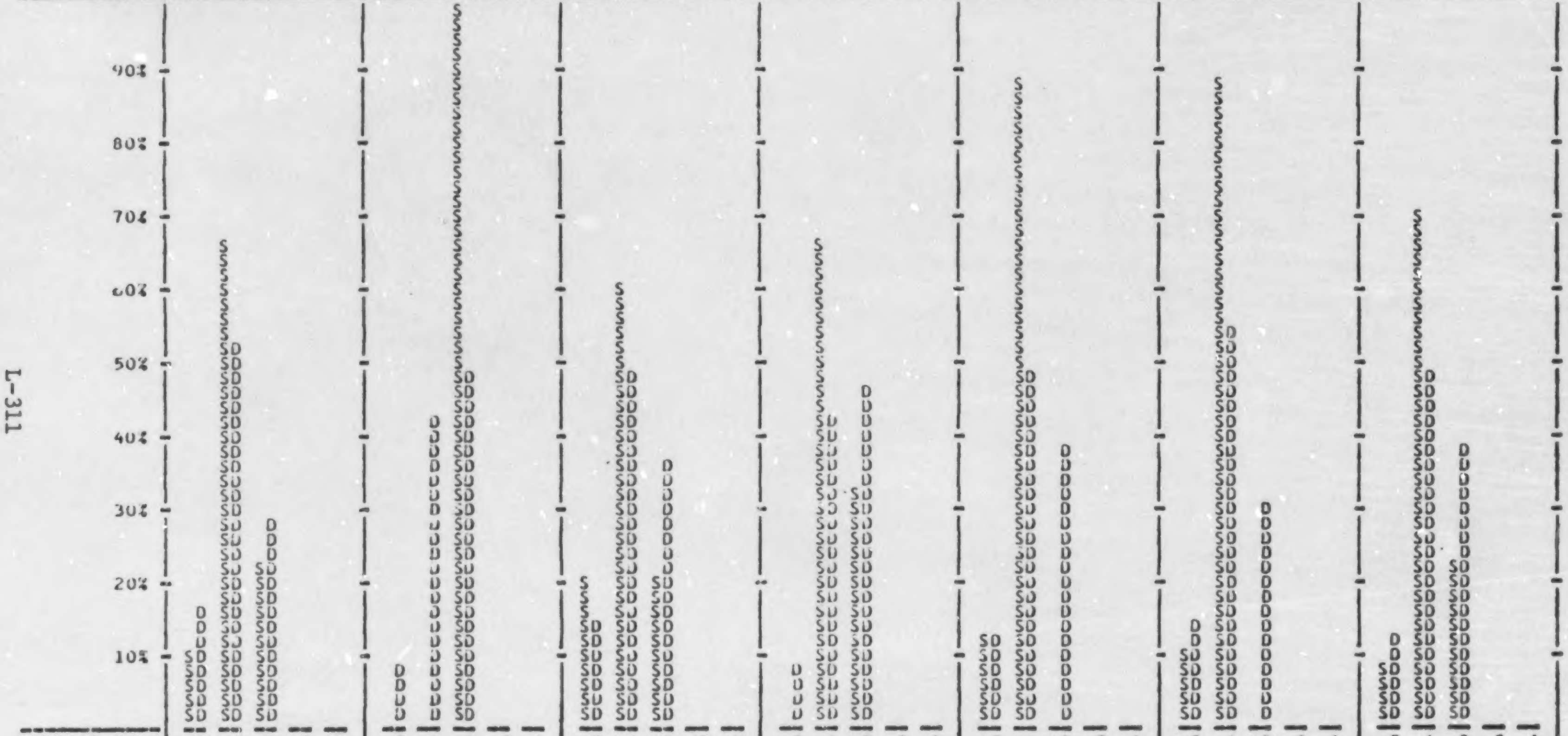
L-310

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SPEECH/DRAMA (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-311



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	11	67	22	0	0	0	0	100	0	0	20	60	20	0	0	0	67	33	0	0	13	88	0	0	0	11	89	0	0	0	9	70	22	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 01

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN SPEECH/DRAMA (JR HI)
(NUMBER OF TEACHERS RATED = 001)

83.68

L-312

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		1	6	2			
1. IS PUNCTUAL	3.0				1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.0				1			
3. EXHIBITS POISE AND SELF-CONTROL	4.0			1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			1				
6. SHOWS ENTHUSIASM FOR WORK	5.0		1					
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			1				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		1	3	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	5.0		1					
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			1				
IIB. INSTRUCTIONAL SKILLS	3.7			8	4			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			1				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			1				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			1				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			1				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1		1	7				
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0			1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			1				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			1				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			1				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	5.0		1					
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			1				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			1				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0			1				
III. STUDENT/TEACHER RELATIONSHIPS	4.1		1	8				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			1				
4. TREATS STUDENTS IMPARTIALLY	4.0			1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	5.0		1					
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0			1				

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SPEECH/DRAMA (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 001)

		MEAN RATING
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	5.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	5.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	5.00
IA6.	SHOWS ENTHUSIASM FOR WORK	5.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.00
IA1.	IS PUNCTUAL	3.00

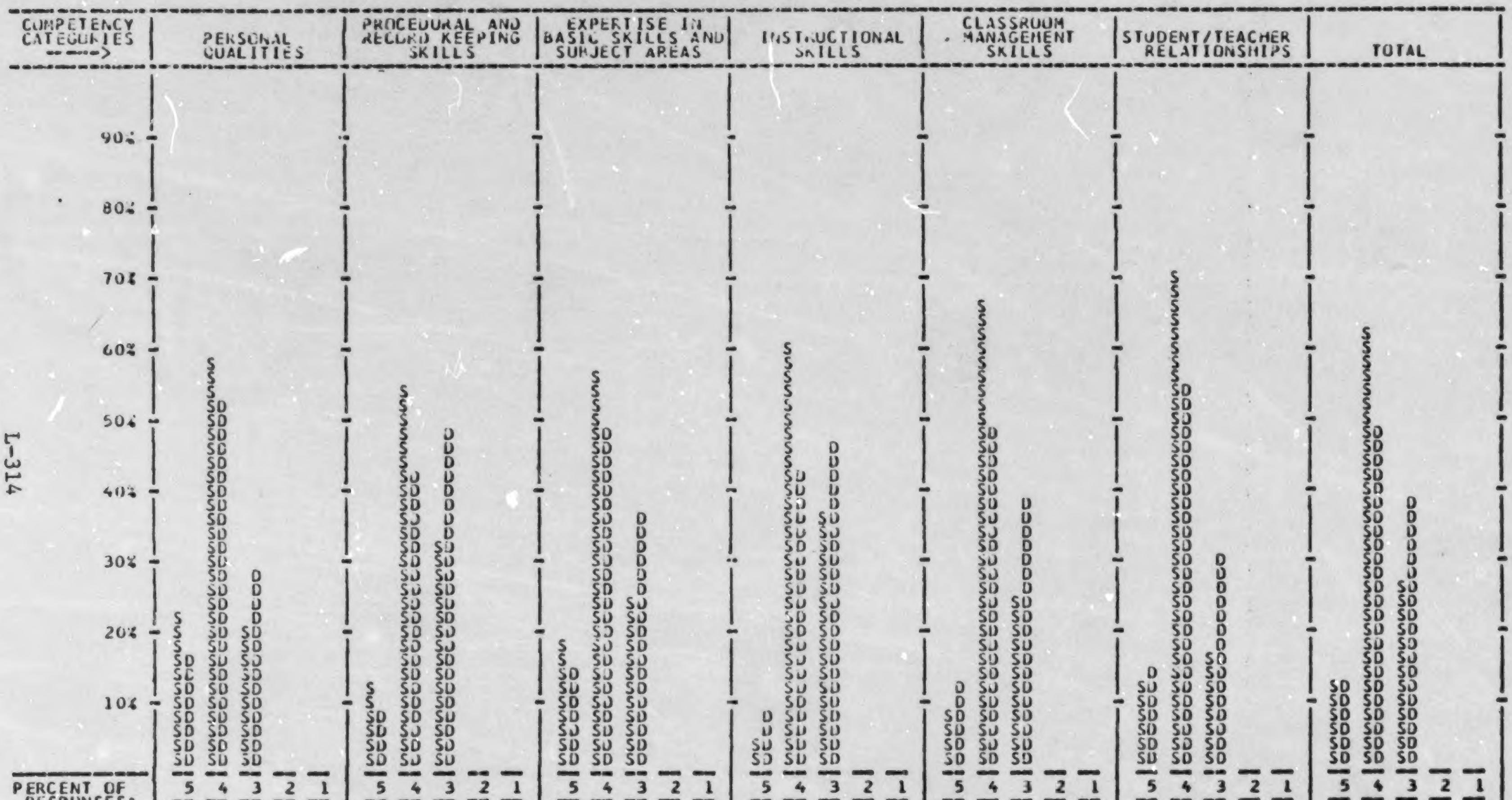
I-313

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR READING (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-314



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	22	58	21	0	0	13	55	32	0	0	19	57	25	0	0	4	60	36	0	0	9	66	25	0	0	12	71	17	0	0	12	62	26	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 11

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN READING (JR HI)
(NUMBER OF TEACHERS RATED = 011)

83.68

L-315

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0	2	21	56	20			
1. IS PUNCTUAL	3.5		1	4	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		1	7	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		3	7	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		4	7				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		2	9				
6. SHOWS ENTHUSIASM FOR WORK	4.2		4	5	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		3	6	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8	2	1	5	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		2	6	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8	1	4	17	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			6	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		1	7	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.1	1	3	4	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	2	10	30	13			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		4	7				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	2	1	1	7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		2	8	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		2	7	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	7	3			
IIB. INSTRUCTIONAL SKILLS	3.7	7	5	75	45			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0	1	1	8	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0	1	1	8	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		1	6	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			8	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			5	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6			7	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		1	8	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			5	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			7	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7	1	1	5	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	2		4	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	2		4	5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		8	58	22			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		2	8	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		2	6	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		2	8	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		1	6	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8			9	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7			8	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		1	8	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			5	6			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		12	70	17			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		3	4	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		2	7	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		1	10				
4. TREATS STUDENTS IMPARTIALLY	4.1		1	10				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	7	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9			10	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		2	6	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		2	8	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7			8	3			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF READING (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 011)

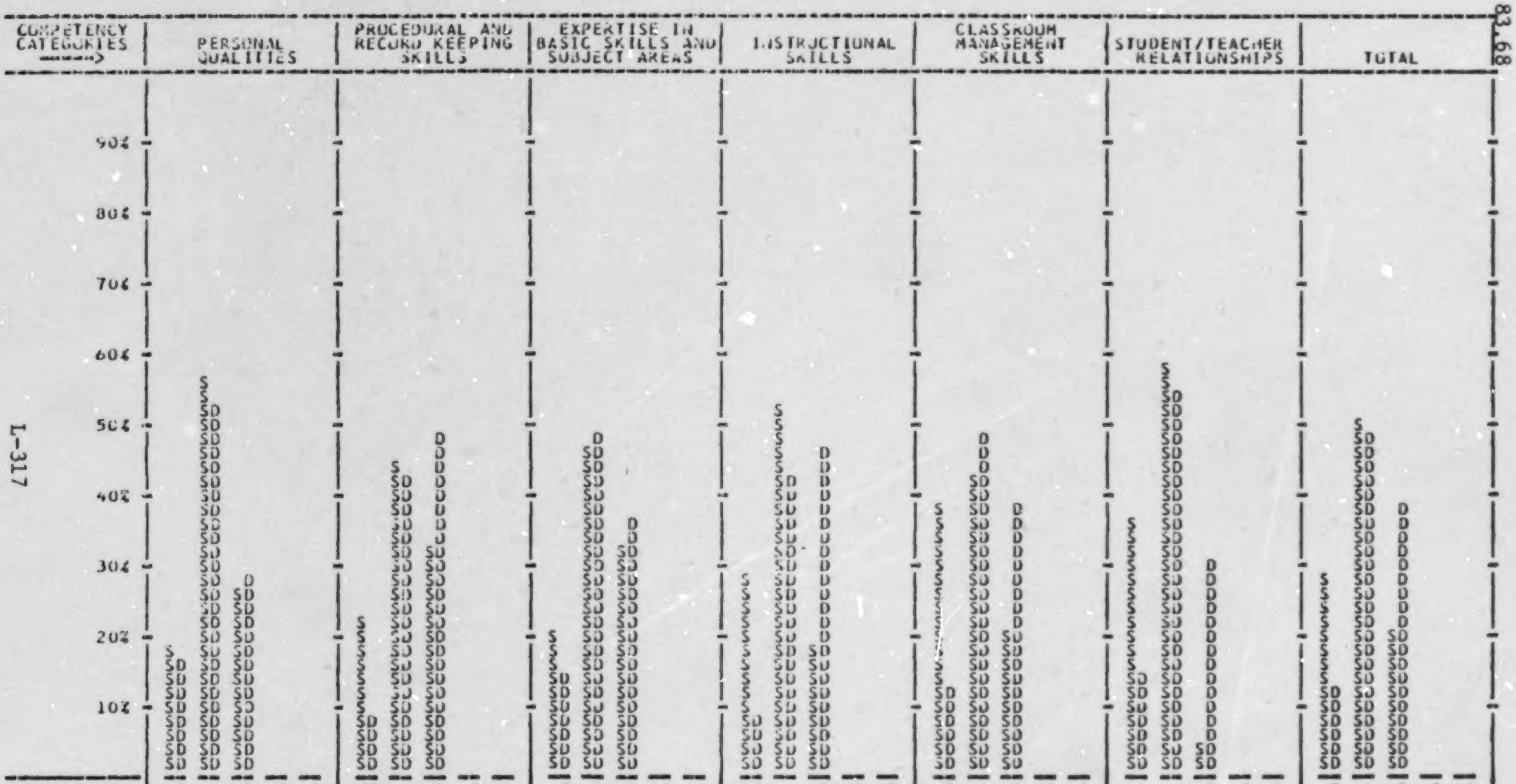
		MEAN RATING
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.36
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.36
IA6.	SHOWS ENTHUSIASM FOR WORK	4.18
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.18
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.18
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.11
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.09
III4.	TREATS STUDENTS IMPARTIALLY	4.09
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.09
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.09
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.09
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.09
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.09
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.91
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.91
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.91
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.91
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.91
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.91
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.91
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.82
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.82
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.82
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.82
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.82
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.78
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.73
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.73
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.73
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.73
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.73
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.70
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.64
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.64
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.55
IA1.	IS PUNCTUAL	3.55
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.45
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.45
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.45
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.44
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.44
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.33

L-317

83.68

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ART (JR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	19	56	26	0	0	22	44	33	0	0	20	47	33	0	0	28	53	19	0	0	38	42	21	0	0	37	59	4	0	0	28	51	20	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 03

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN ART (JR HI)
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		5	15	7			
1. IS PUNCTUAL	4.0			3				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	1	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		1	2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	1	1			
6. SHOWS ENTHUSIASM FOR WORK	3.3			1	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7			2	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7			2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	1	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		2	4	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	1	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		1	1	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			2	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		3	7	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7			2	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7			2	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		1	2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1		2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	1	1			
IIB. INSTRUCTIONAL SKILLS	4.1		10	19	7			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.3		1	2				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		1	2				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.7		2	1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		1	2				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			1	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		2		1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		1	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.7		2	1				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7			2	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			2	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			2	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7			2	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		9	10	5			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.7		2	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		2		1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		1	2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		1	1	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1	1	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		1	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0		1	1	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		10	16	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	1	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		1	2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		1	2				
4. TREATS STUDENTS IMPARTIALLY	4.3		1	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.7		2	1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		1	2				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		1	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		1	2				

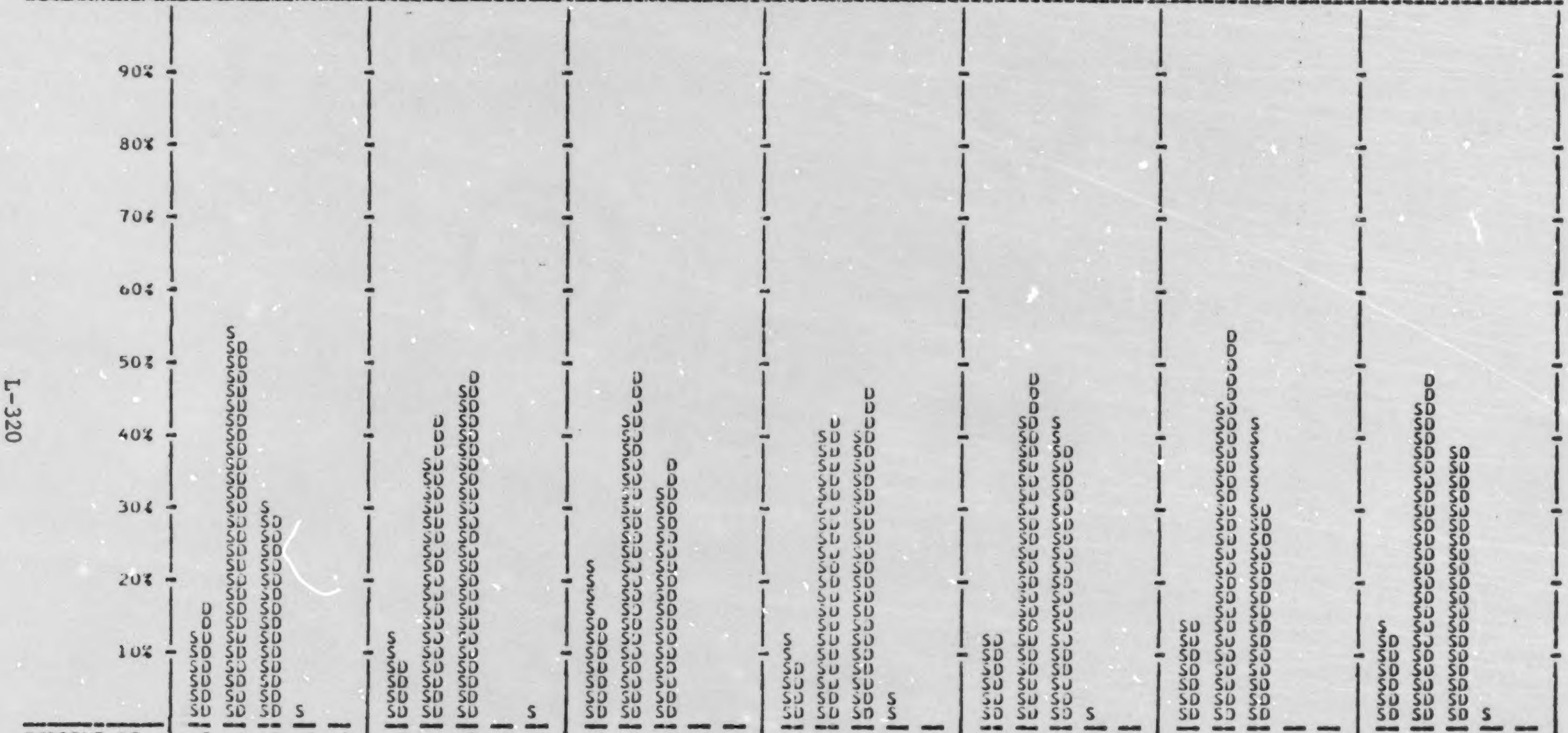
COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ART (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 003)

		MEAN RATING
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.67
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.67
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.67
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.67
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.33
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.33
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.33
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.33
III4.	TREATS STUDENTS IMPARTIALLY	4.33
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.33
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.33
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.33
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.33
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.33
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.33
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.33
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.33
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.33
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.33
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.33
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.33
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.33
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
IA1.	IS PUNCTUAL	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.67
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.67
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.67
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.67
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.67
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.67
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.67
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.67
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.67
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.33
IA6.	SHOWS ENTHUSIASM FOR WORK	3.33

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ENGLISH/COM ARTS/LANG ARTS (JR HI)

(JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	12	54	31	2	0	13	37	46	1	2	22	43	33	1	1	13	41	40	5	1	13	42	43	3	0	14	44	42	0	0	14	45	39	2	1

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 29

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN ENGLISH/COM ARTS/LANG ARTS (JR HI)
(NUMBER OF TEACHERS RATED = 029)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8	2	32	141	80	6		
1. IS PUNCTUAL	3.6		4	11	12	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		3	15	11			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		5	19	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		6	17	5	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	17	10	1		
6. SHOWS ENTHUSIASM FOR WORK	3.8		3	18	8			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		3	19	7			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	2	4	11	11	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		3	14	11	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6	4	11	31	38	1	2	
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		2	13	13	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7	1	5	11	11		1	
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5	3	4	7	14		1	
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	8	30	59	45	2	1	
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		12	11	5		1	
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	6	1	5	17			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		8	12	8	1		
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		5	17	6	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8	2	4	14	9			
IIB. INSTRUCTIONAL SKILLS	3.6	15	42	137	134	15	4	
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5	1	1	15	10	2		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	2	4	14	6	3		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		7	12	8	2		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		5	13	9	2		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		3	12	12	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		4	15	10			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		4	12	11	2		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		3	11	13	1	1	
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5	2	3	8	14	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	2	2	11	13		1	
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	3	2	10	13		1	
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	5	4	4	15		1	
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	8	28	94	96	6		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		7	14	7	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8	1	3	17	8			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8	1	5	13	10			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4	1	2	9	16	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		6	9	14			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4		1	12	15	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		3	13	12	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3	5	1	7	14	2		
III. STUDENT/TEACHER RELATIONSHIPS	3.7	1	35	110	105			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		6	7	15			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		2	12	14			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		3	14	10			
4. TREATS STUDENTS IMPARTIALLY	3.8		4	13	11			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		4	12	12			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		5	15	8			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		3	13	12			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		3	13	12			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8	1	5	11	11			

83.68

L-321

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ENGLISH/COM ARTS/LANG ARTS (JR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 029)

	MEAN RATING
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.14
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
IA4. PRESENTS AN EFFECTIVE ROLE-MODEL	3.97
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.93
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.93
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.90
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.89
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.86
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.83
IA6. SHOWS ENTHUSIASM FOR WORK	3.83
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.82
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.82
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.81
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.79
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.78
III4. TREATS STUDENTS IMPARTIALLY	3.75
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.74
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.72
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.72
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.72
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.71
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.70
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.68
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.68
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.68
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.68
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.67
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.66
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.62
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.62
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.62
IA1. IS PUNCTUAL	3.59
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.57
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.55
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.55
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.54
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.48
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.48
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.46
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.45
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.43
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.42
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.30
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.29

Professional Personnel Evaluation Summaries:

Senior High Classroom Teachers

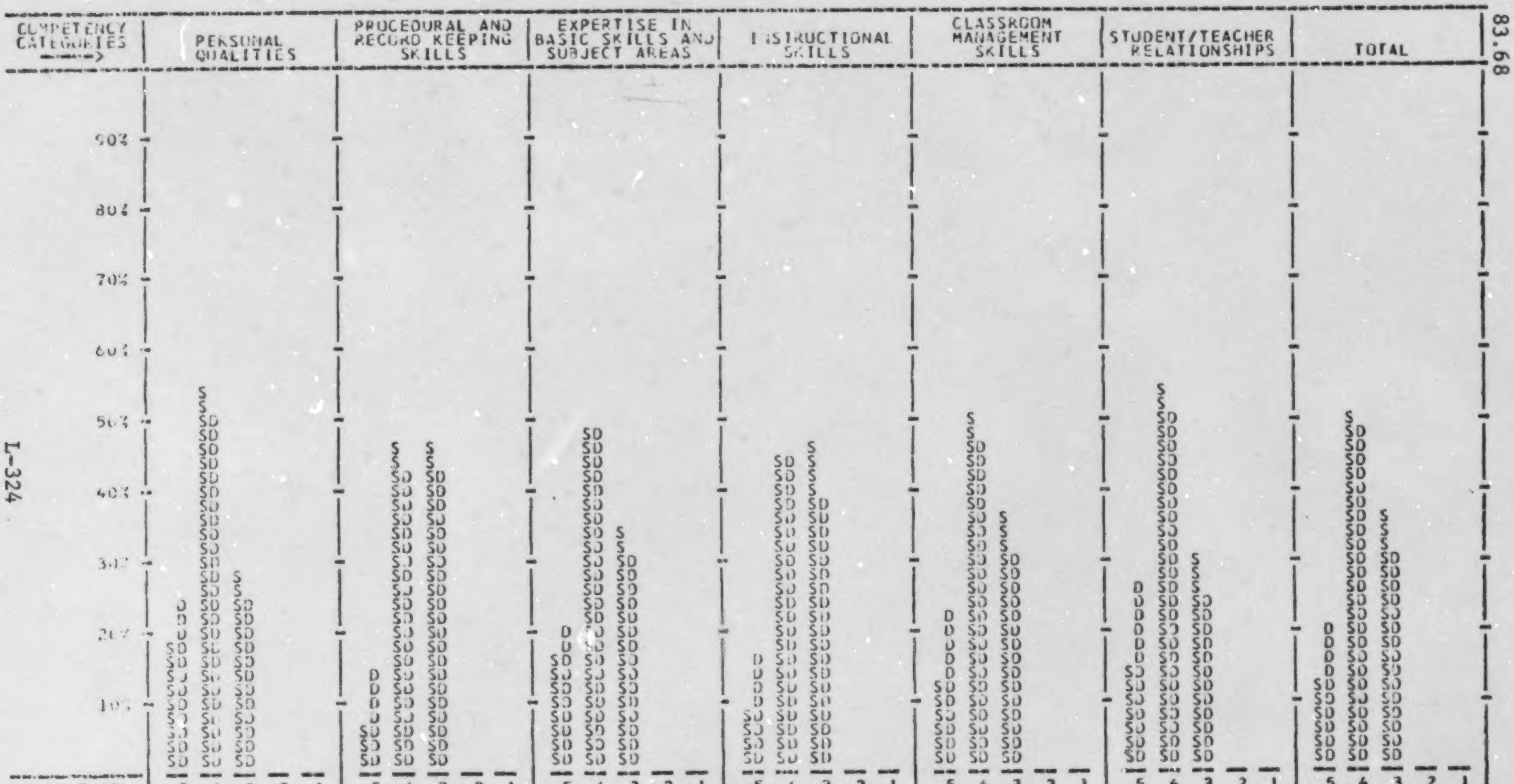
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ALL SENIOR HIGH TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES; "S" SHOWS ALL SENIOR HIGH TEACHERS.

83.68

L-324



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	13	54	28	0	0	6	47	47	1	0	16	48	35	0	0	8	45	46	1	0	12	50	37	1	0	15	55	30	1	0	13	50	36	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 0349

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR ALL SENIOR HIGH TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0349)

L-325

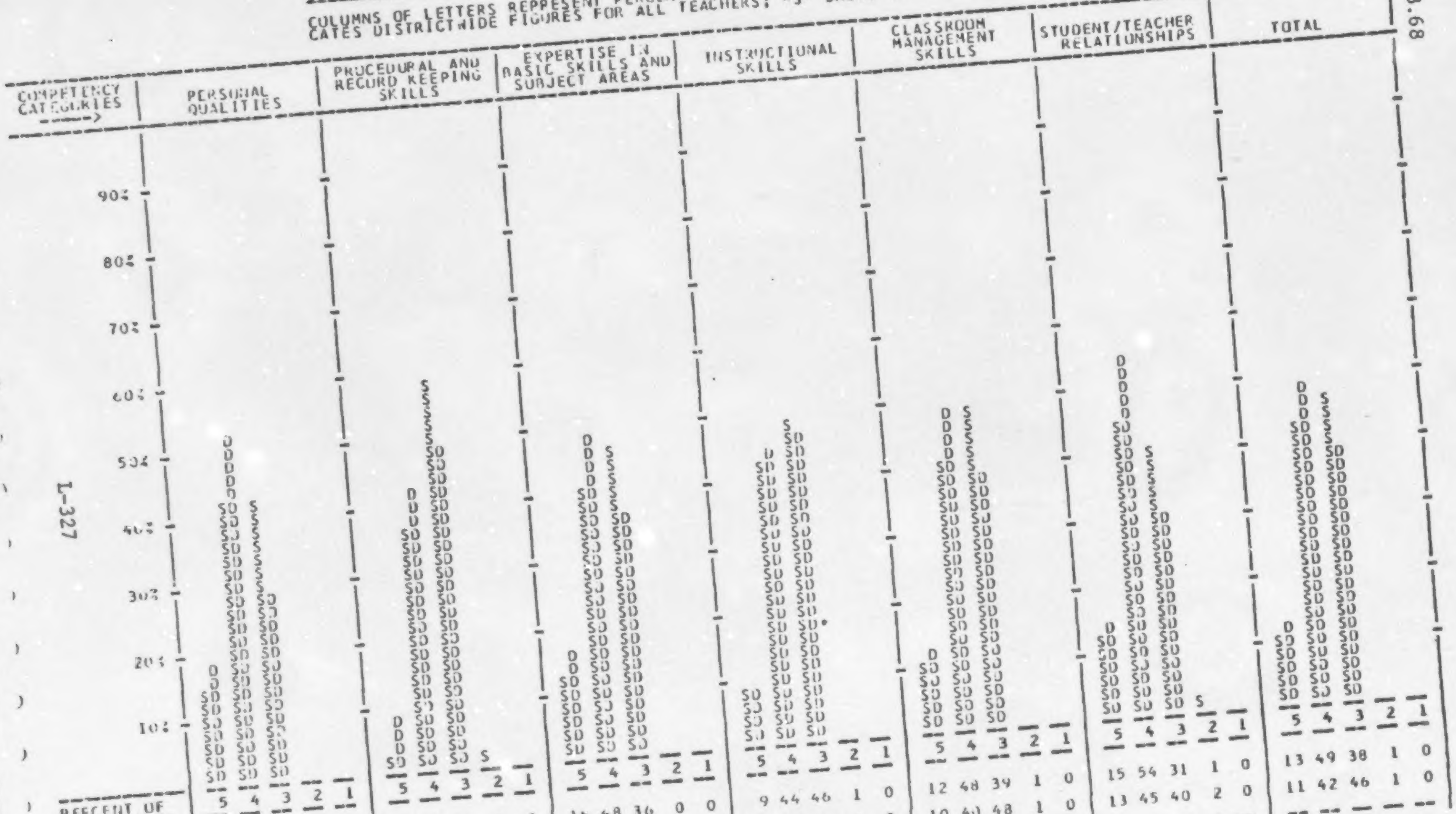
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		558	1699	865	15	1	
1. IS PUNCTUAL	3.8		54	169	122	4		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		55	215	77	2		
3. EXHIBITS POISE AND SELF-CONTROL	3.9		56	216	75	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		67	196	84	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		41	201	106	1		
6. SHOWS ENTHUSIASM FOR WORK	4.0		94	173	82			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		72	195	80	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		51	164	132	2		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		68	170	107	3	1	
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		60	487	487	13		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		20	164	161	4		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		[illegible]	159	163	6		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		19	164	163	3		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	5	270	840	615	4	4	7
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		52	165	131	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	5	28	120	185		4	7
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECTS TAUGHT	4.2		116	175	58			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.3		39	214	94	2		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		35	166	147	1		
IIB. INSTRUCTIONAL SKILLS	3.6	39	349	1854	1900	45		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		18	157	169	5		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	6	27	181	132	3		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		49	161	132	7		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7	1	38	175	132	3		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5	2	22	132	184	8		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		39	188	121	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7	1	30	180	136	2		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		41	133	171	4		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		31	145	167	6		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	5	17	158	167	2		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	8	22	138	181			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	16	15	106	208	4		
IIC. CLASSROOM MANAGEMENT SKILLS	3.7	13	328	1388	1028	21		9
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		79	181	88	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		56	193	97	3		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		48	195	103	3		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		20	170	157	1		1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		40	195	113	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6	1	27	160	158	2		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		39	181	127	2		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	12	19	113	185	8		8
III. STUDENT/TEACHER RELATIONSHIPS	3.8	2	468	1719	928	17		2
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.3		45	201	101	2		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		34	191	122	2		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		60	191	95	1		
4. TREATS STUDENTS IMPARTIALLY	3.9		59	193	93	2		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8	1	51	191	104	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		62	183	103	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		54	196	98	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		50	204	93	2		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8	1	53	169	119	5		2

COMPETENCIES BY RANK ORDER
FOR ALL SENIOR HIGH TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 0349)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.17
IA6.	SHOWS ENTHUSIASM FOR WORK	4.03
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.97
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.97
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.95
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.94
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.93
III4.	TREATS STUDENTS IMPARTIALLY	3.89
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.89
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.88
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.87
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.87
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.87
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.86
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.84
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.83
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.83
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.83
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.81
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.79
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.78
IA1.	IS PUNCTUAL	3.78
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.77
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.76
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.76
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.74
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.74
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.72
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.71
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.68
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.68
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.67
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.61
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.60
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.60
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.58
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.57
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.57
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.56
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.55
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.54
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.53
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.49
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.44
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.40

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ANDERSON HIGH

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	49	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	14	43	42	1	0	2	37	59	2	0	13	40	46	0	0	8	42	49	1	0	10	40	48	1	0	13	45	40	2	0	11	42	46	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 042

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT ANDERSON HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 042)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		53	162	158	5		
1. IS PUNCTUAL	3.5		5	14	22	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		7	16	17	2		
3. EXHIBITS POISE AND SELF-CONTROL	3.7		3	23	16			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		6	18	18			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		4	21	17			
6. SHOWS ENTHUSIASM FOR WORK	3.9		12	15	15			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		6	22	14			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		5	16	21			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6		5	17	18	2		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		3	46	74	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			14	27	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4		2	15	23	2		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		1	17	24			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	5	27	82	95	1		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		5	15	21	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	5	4	7	26			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		11	22	9			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		6	22	14			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4		1	16	25			
IIB. INSTRUCTIONAL SKILLS	3.6	13	39	205	241	6		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		4	16	21	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	1	3	23	14	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		4	19	18	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6	1	3	19	19			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		3	14	24	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		3	19	20			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		6	15	20	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		4	15	23			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	16	25			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6	2	2	19	18	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	4	3	16	19			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	5	3	14	20			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	1	35	135	161	4		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		8	16	18			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		6	20	15	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		6	24	11	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4		1	16	25			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		5	17	20			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		3	17	22			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		3	15	23	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	1	3	10	27	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.7		50	170	151	6		1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6		3	20	18	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		3	20	18	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		6	19	16	1		
4. TREATS STUDENTS IMPARTIALLY	3.7		6	18	17	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		5	22	14	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		7	16	19			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		5	22	15			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		6	19	16	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		9	14	18			1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT ANDERSON HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 042)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.05
IA6.	SHOWS ENTHUSIASM FOR WORK	3.93
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.83
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.81
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.81
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.78
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.76
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.76
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.74
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.74
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.71
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.71
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.71
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.71
III4.	TREATS STUDENTS IMPARTIALLY	3.69
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.69
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.69
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.68
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.67
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.64
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.62
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.62
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.62
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.61
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.60
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.60
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.60
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.60
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.58
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.57
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.55
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.55
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.55
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.55
IA1.	IS PUNCTUAL	3.55
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.54
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.48
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.45
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.45
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.43
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.43
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.43
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.41
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.40
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.37
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.31

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1983-84 SUMMARY OF TEACHER EVALUATIONS FOR AUSTIN HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

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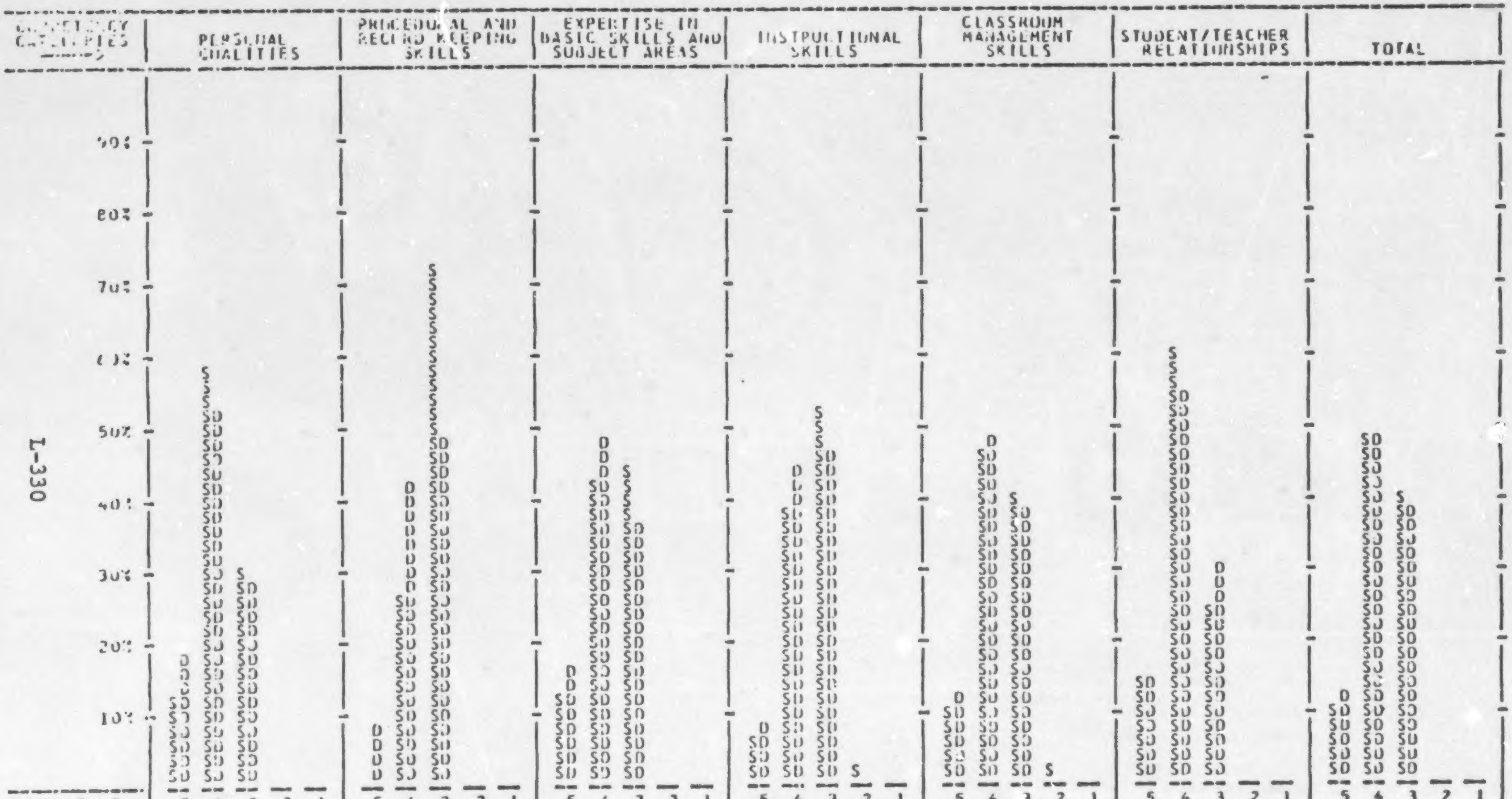

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	13	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	12	58	30	0	0	0	27	72	1	0	13	43	44	0	0	6	39	52	2	0	11	46	40	3	0	15	61	25	0	0	10	49	41	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 035

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT AUSTIN HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 035)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IE. PERSONAL QUALITIES	3.8		37	183	94			
1. IS PUNCTUAL	3.4		2	11	22			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		4	25	6			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		5	24	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		4	27	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		1	24	10			
6. SHOWS ENTHUSIASM FOR WORK	3.7		5	20	10			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		3	23	9			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		5	13	17			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		8	16	11			
IF. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			28	76	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			10	25			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			10	25			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			8	26	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		22	76	77			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		4	16	15			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		1	11	23			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		13	16	6			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		3	19	13			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		1	14	20			
IIB. INSTRUCTIONAL SKILLS	3.5	2	26	163	219	10		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	16	18			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5		1	18	15	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		4	16	13	2		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		4	13	17	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			13	21	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		5	17	13			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		2	18	14	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		3	15	16	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		2	11	21	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			10	24	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		2	9	24			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	2	2	7	23	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	1	29	123	109	9		8
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		7	19	9			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		4	14	16	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		3	16	14	2		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	16	16	1		1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		5	21	9			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		3	12	18	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		4	22	8	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.1	1	2	3	19	3		7
III. STUDENT/TEACHER RELATIONSHIPS	3.9		46	190	78			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.3		3	22	10			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8		3	21	11			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		6	24	4			
4. TREATS STUDENTS IMPARTIALLY	4.0		6	23	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		3	26	6			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		8	14	13			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		7	20	8			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		5	26	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		5	14	16			

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT AUSTIN HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 035)

	MEAN RATING
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.20
IID3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.06
IID8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.03
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.03
IID4. TREATS STUDENTS IMPARTIALLY	4.00
IID7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.97
IA3. EXHIBITS POISE AND SELF-CONTROL	3.97
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.94
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.94
IID5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.91
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.91
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.89
IID6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.86
IA6. SHOWS ENTHUSIASM FOR WORK	3.86
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.83
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.83
IID1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.80
IID2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.77
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.77
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.74
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.71
IID9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.69
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.69
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.66
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.63
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.60
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.60
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.57
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.57
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.57
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.54
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.51
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.50
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.46
IA1. IS PUNCTUAL	3.43
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.40
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.37
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.37
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.34
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.30
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.29
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.29
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.26
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.20
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.15

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR CROCKETT HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

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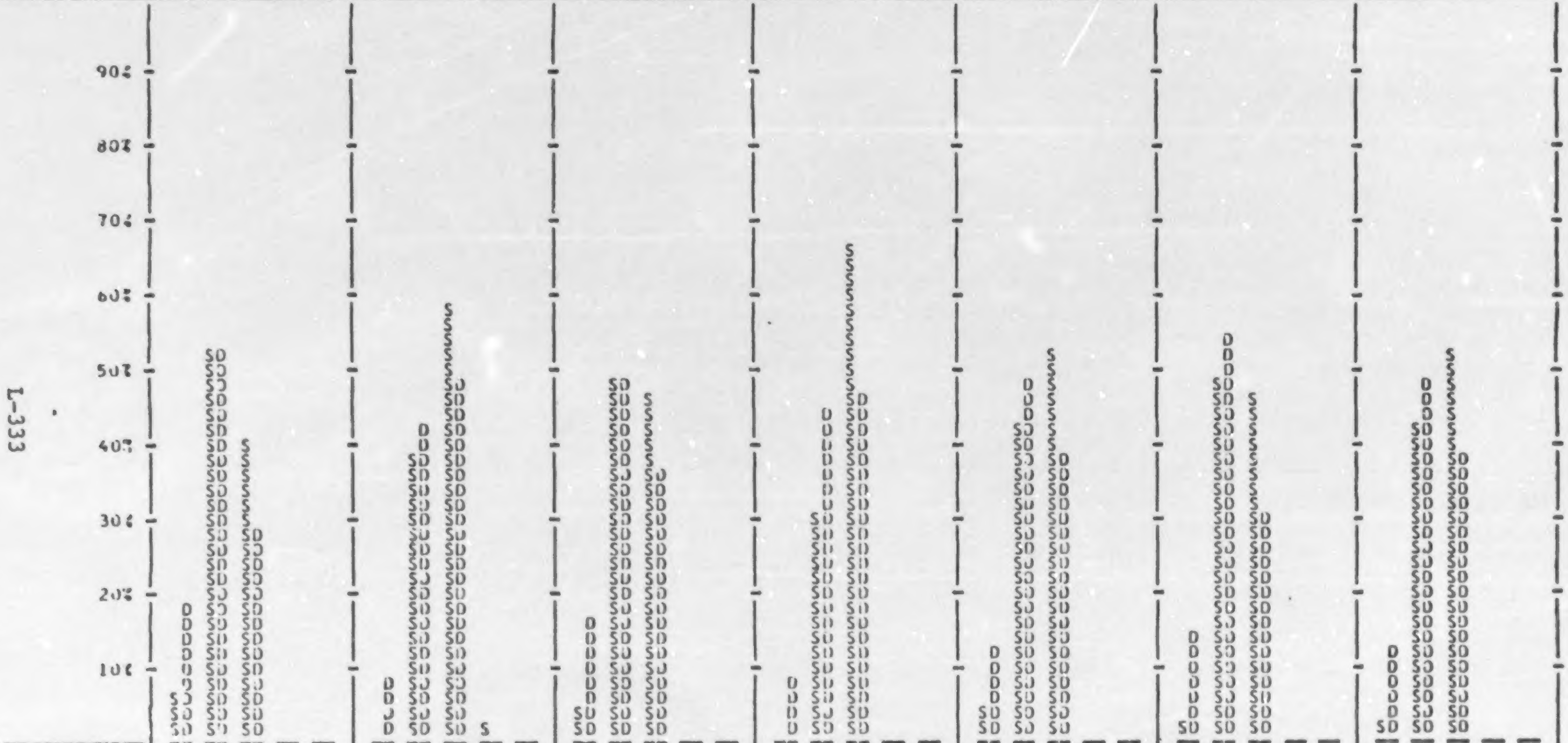

COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	6	52	41	1	0	1	39	58	2	0	5	48	47	0	0	1	31	67	0	0	4	42	53	0	0	3	49	47	1	0	3	43	53	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 055

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT CROCKETT HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 055)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		28	259	203	4	1	
1. IS PUNCTUAL	3.5		4	20	31			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		3	34	18			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		4	36	14	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		2	33	19	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		1	30	23	1		
6. SHOWS ENTHUSIASM FOR WORK	3.6		4	27	24			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		3	32	19	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		4	19	32			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6		3	28	23		1	
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4		1	65	96	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		1	22	30	2		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			22	32	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			21	34			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		15	130	127	1		2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		4	23	28			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		2	19	32			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		7	33	15			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	35	18	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4		1	20	34			
IIB. INSTRUCTIONAL SKILLS	3.3	8	7	205	437	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3		1	13	41			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4	5		18	32			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4		2	18	35			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			22	32	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3	2	1	14	37	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			29	26			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4	1		22	32			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		2	12	41			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3		1	15	38	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			17	38			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			14	41			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			11	44			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5	9	18	180	227	2		1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		6	29	20			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		1	29	25			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		3	27	25			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			19	36			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		3	33	18	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4	1	1	19	33	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.4		2	18	35			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2	8	2	6	35			1
III. STUDENT/TEACHER RELATIONSHIPS	3.5	2	13	240	233	6		1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		5	31	18	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			24	30	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6		1	30	24			
4. TREATS STUDENTS IMPARTIALLY	3.6			32	22	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.3	1		18	36			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5		1	26	27	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		3	25	27			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5			31	23	1		
MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5	1	3	23	26	1		1

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT CROCKETT HIGH SCHOOL IN 1983-84                         MEAN
(NUMBER OF TEACHERS RATED = 055)                                       RATING
                                                                       ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT             3.85
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  3.78
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG          3.75
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         3.73
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               3.73
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                      3.69
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            3.67
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           3.65
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 3.65
  IA6. SHOWS ENTHUSIASM FOR WORK                                        3.64
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                  3.60
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     3.58
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS              3.58
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS             3.56
 III4. TREATS STUDENTS IMPARTIALLY                                      3.56
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS            3.56
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.56
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          3.56
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP          3.55
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING          3.53
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM           3.53
  IA1. IS PUNCTUAL                                                      3.51
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          3.49
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                 3.49
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.43
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              3.42
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU           3.41
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                     3.40
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES            3.40
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM           3.40
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.40
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT             3.38
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                           3.38
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            3.38
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.37
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES             3.36
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                 3.35
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            3.33
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG           3.31
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                     3.29
 IIB8. EMPLOYS C[illegible]IVE AND IMAGINATIVE APPROACHES TO TEACHING   3.29
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                  3.28
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                      3.27
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                   3.25
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK          3.23
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS          3.20
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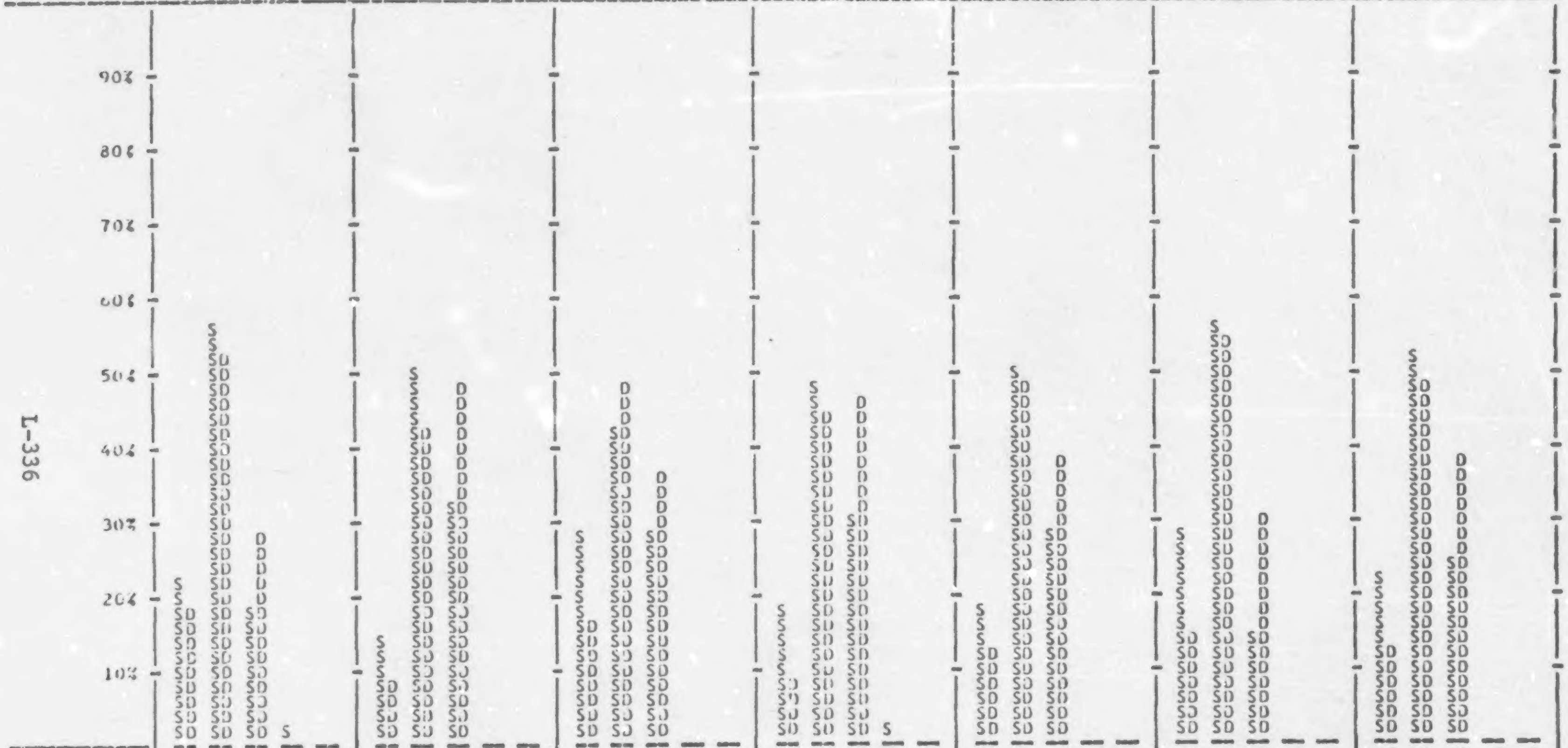
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR L.B.J. HIGH SCHOOL (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	43	1	0	16	43	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	23	56	18	2	0	15	51	33	1	0	28	43	29	0	0	18	49	31	2	0	19	51	29	1	0	29	56	14	0	0	22	52	25	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 027

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT L.B.J. HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 027)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
I1. PERSONAL QUALITIES	4.0		57	137	44	5		
1. IS PUNCTUAL	4.0		8	13	4	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		4	19	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		8	14	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		8	13	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		6	16	5			
6. SHOWS ENTHUSIASM FOR WORK	4.2		7	18	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		5	18	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		7	8	10	2		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		4	18	4	1		
PROCEDURAL AND RECORDKEEPING SKILLS	3.8		12	41	27	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		4	12	11			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		3	15	8	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		5	14	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		38	58	39			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		6	14	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		4	8	15			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		16	6	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		6	16	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		6	14	7			
IIB. INSTRUCTIONAL SKILLS	3.8		57	159	100	8		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		3	15	8	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		3	17	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		9	11	6	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		8	10	9			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		2	9	15	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		3	16	7	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		2	13	12			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		6	12	8	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.9		5	15	6	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		4	19	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.2		10	13	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		2	9	14	2		
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		40	111	63	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		6	12	8	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		9	12	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		5	16	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		4	16	7			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		5	14	8			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		5	14	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		4	14	9			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		2	13	11	1		
III. STUDENT/TEACHER RELATIONSHIPS	4.1		71	136	34	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		8	17	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		5	16	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		6	17	4			
4. TREATS STUDENTS IMPARTIALLY	4.3		10	14	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		4	19	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		6	15	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		10	14	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		12	13	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		10	11	5	1		

83.68

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 COMPETENCIES BY RANK ORDER
 FOR TEACHERS AT L.B.J. HIGH SCHOOL IN 1983-84                            MEAN
 (NUMBER OF TEACHERS RATED = 027)                                        RATING
                                                                         ------
  IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT              4.41
  III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP           4.37
  III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS              4.26
  III4. TREATS STUDENTS IMPARTIALLY                                       4.26
  III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          4.22
 IIB11. INTERPRETS CRN TESTS AND EVALUATION ACCURATELY                    4.22
   IA6. SHOWS ENTHUSIASM FOR WORK                                         4.19
  III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING           4.11
  IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS             4.11
   IA3. EXHIBITS POISE AND SELF-CONTROL                                   4.11
  III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      4.07
   IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  4.07
  III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             4.04
  IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES             4.04
  IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            4.04
   IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.04
   IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           4.04
  III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           4.00
 IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG            4.00
   IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                4.00
   IA1. IS PUNCTUAL                                                       4.00
  III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               3.96
  IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                   3.96
  IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT              3.96
  IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM            3.96
  IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         3.96
   IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS               3.93
  IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         3.89
  IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                       3.89
  IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                  3.89
  IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                      3.89
   IB2. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                            3.89
  IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG           3.85
  IIB6. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING           3.85
  IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES              3.85
  IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                      3.81
  IIB8. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM            3.78
  IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                       3.74
   IB4. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             3.74
   IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         3.74
   IA8. DEMONSTRATES PROFESSIONAL GROWTH                                  3.74
  IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU            3.63
  IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK           3.59
  IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 3.59
  IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                   3.44
 IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS           3.41
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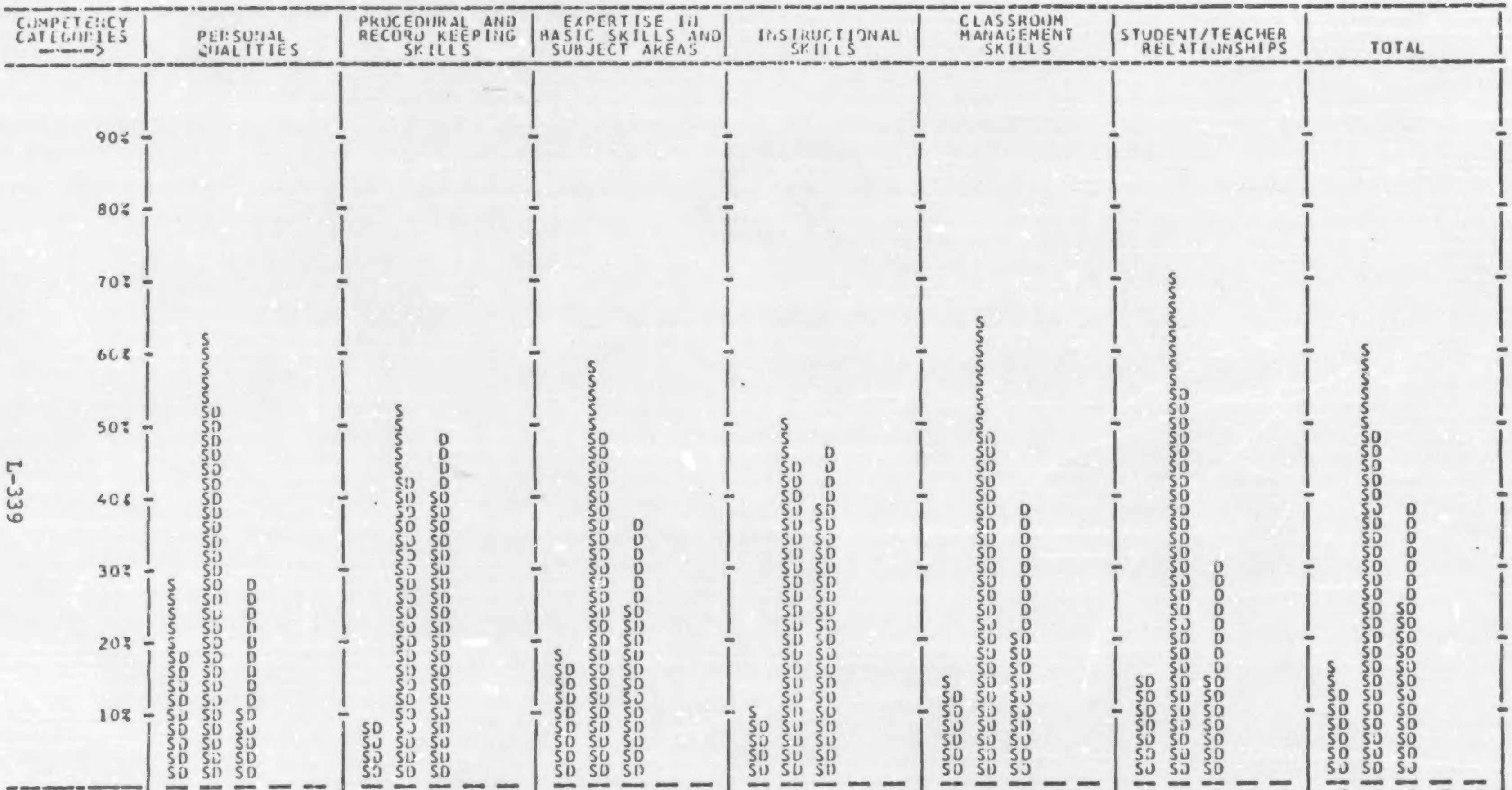
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR JOHNSTON HIGH (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-339



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	28	62	10	0	0	8	52	40	0	0	18	58	25	0	0	11	50	39	0	0	14	65	21	0	0	15	71	14	0	0	16	60	24	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 044

83.68

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT JOHNSTON HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 044)

L-340

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		112	244	40			
1. IS PUNCTUAL	3.9		6	27	11			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		8	28	8			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		13	29	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		14	29	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		11	28	5			
6. SHOWS ENTHUSIASM FOR WORK	4.3		17	24	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		22	21	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		6	32	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		15	26	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		11	68	53			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		4	26	14			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		4	21	19			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		3	21	20			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		39	127	54			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		9	22	13			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		5	17	22			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		17	24	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		2	37	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		6	27	11			
IIB. INSTRUCTIONAL SKILLS	3.7	9	55	261	203			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		4	17	23			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		5	26	13			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		7	28	9			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		7	27	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		5	11	28			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		3	34	7			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		8	27	9			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		7	19	18			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		4	23	17			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	24	19			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	1	1	19	23			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	8	3	6	27			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	2	49	227	74			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		9	30	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.2		10	31	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		8	34	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		4	28	12			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		9	25	10			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		3	26	15			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		5	31	8			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6	2	1	22	19			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		59	282	55			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		2	36	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	37	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		10	30	4			
4. TREATS STUDENTS IMPARTIALLY	4.1		10	29	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		14	23	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		12	29	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		4	31	9			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	35	8			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		4	32	8			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT JOHNSTON HIGH SCHOOL IN 1983-84                      MEAN
(NUMBER OF TEACHERS RATED = 044)                                   RATING
                                                                   ------
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.48
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.32
  IA6. SHOWS ENTHUSIASM FOR WORK                                     4.32
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.30
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           4.27
  IA3. EXHIBITS POISE AND SELF-CONTROL                               4.25
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.20
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.16
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         4.16
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.14
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.14
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       4.14
 III4. TREATS STUDENTS IMPARTIALLY                                   4.11
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.09
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.99
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.98
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.95
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.93
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.93
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.93
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.93
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.91
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.91
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.91
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.91
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.89
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.89
  IA1. IS PUNCTUAL                                                   3.89
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.84
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.82
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.82
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.77
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.75
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.73
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.70
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.66
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.61
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.61
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.59
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.57
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.57
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.49
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.48
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.33
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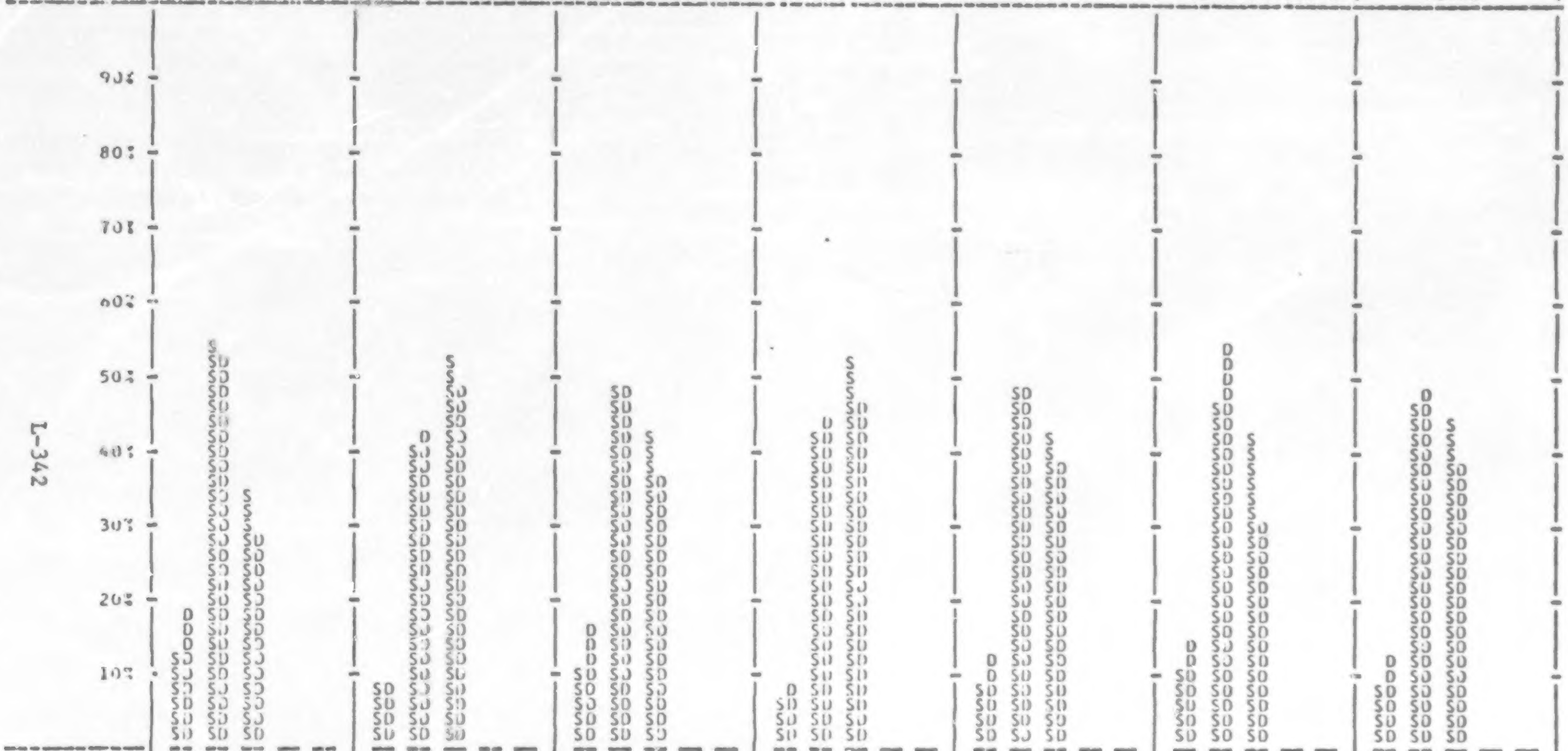
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR LANIER HIGH (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



L-342

COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	12	54	34	0	0	8	40	53	0	0	10	49	42	0	0	6	42	52	0	0	9	49	42	0	0	11	47	42	0	0	9	47	44	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 040

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT LANIER HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 040)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		42	194	124			
1. IS PUNCTUAL	3.8		4	25	11			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		1	32	7			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		3	27	10			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		8	19	13			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		2	19	19			
6. SHOWS ENTHUSIASM FOR WORK	3.9		8	21	11			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		5	20	15			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		5	15	20			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		6	16	18			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		9	48	63			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		4	14	22			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		4	15	21			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5		1	19	20			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		20	97	83			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		3	22	15			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		2	15	23			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		7	21	12			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		4	21	15			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		4	18	18			
IIB. INSTRUCTIONAL SKILLS	3.5	7	29	199	245			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		2	17	21			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		3	17	20			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		4	18	18			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		3	23	14			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		2	15	23			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		5	19	16			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		1	23	16			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		6	13	21			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		2	15	23			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	3	1	14	22			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	3		14	23			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	1		11	28			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		28	157	135			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		9	22	9			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		5	22	13			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		6	21	13			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		2	17	21			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		1	21	18			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			16	24			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		3	24	13			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		2	14	24			
III. STUDENT/TEACHER RELATIONSHIPS	3.7		33	170	152			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		8	15	17			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		6	14	20			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		7	16	17			
4. TREATS STUDENTS IMPARTIALLY	3.7		5	19	16			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6		3	18	19			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		4	21	15			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		1	24	15			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	24	15			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		3	19	18			

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557

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT LANIER HIGH SCHOOL IN 1983-84                      MEAN
(NUMBER OF TEACHERS RATED = 040)                                   RATING
                                                                   ------
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.00
 IA6. SHOWS ENTHUSIASM FOR WORK                                     3.93
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          3.88
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.88
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.85
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.83
 IA3. EXHIBITS POISE AND SELF-CONTROL                               3.83
 IA1. IS PUNCTUAL                                                   3.83
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.80
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.78
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.75
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.75
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         3.75
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.73
III4. TREATS STUDENTS IMPARTIALLY                                   3.73
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.73
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.73
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.73
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.70
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.70
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.65
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.65
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         . 3.65
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.65
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.65
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.63
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.63
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.63
 IB2. DEMONSTRATES PROFESSIONAL GROWTH                              3.63
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.60
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.58
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.58
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.58
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.58
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.55
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.53
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.53
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.53
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.49
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.48
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.48
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.45
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.43
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.40
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.38
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.29
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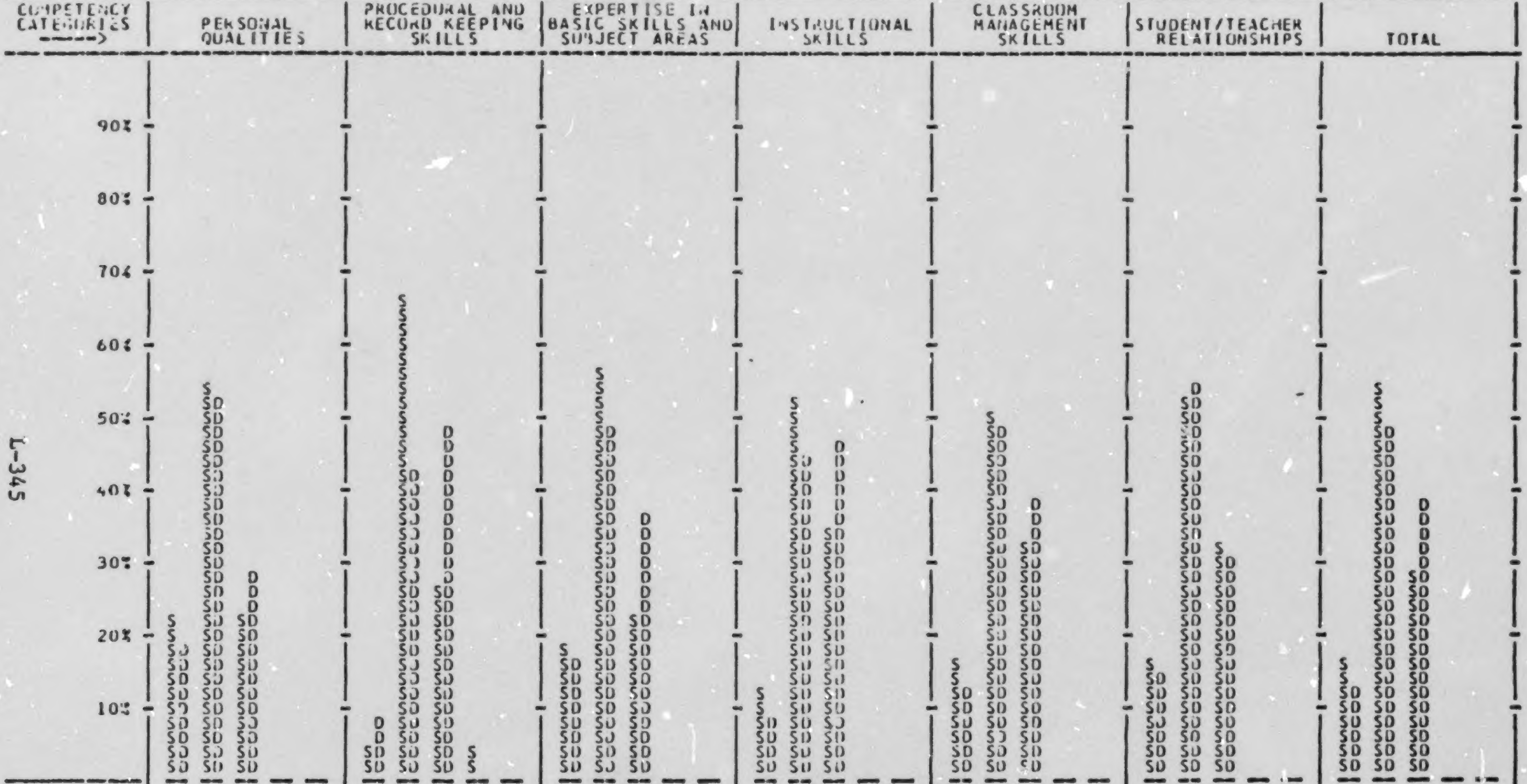
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MCCALLUM HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-345



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	13	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	23	54	23	0	0	4	67	26	4	0	19	57	22	1	0	13	52	34	0	0	17	51	32	0	0	16	52	32	0	0	16	54	29	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 035

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT MCCALLUM HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 035)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		73	170	71	1		
1. IS PUNCTUAL	3.9		5	21	8	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		5	22	8			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		12	14	9			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		11	18	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		1	26	8			
6. SHOWS ENTHUSIASM FOR WORK	4.3		15	14	6			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		9	20	6			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		6	21	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		9	14	12			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		4	70	27	4		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	24	9	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6			24	9	2		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		3	22	9	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		34	100	39	2		
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		11	17	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		2	21	12			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		12	20	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		6	22	6	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		3	20	11	1		
IIB. INSTRUCTIONAL SKILLS	3.8		55	220	144	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		1	22	12			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		4	20	11			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		7	20	8			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		3	18	13	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		4	19	12			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		10	15	10			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		6	20	9			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		6	14	15			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		9	16	10			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		3	18	14			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6		1	18	16			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		1	20	14			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		47	143	90			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		14	14	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		6	25	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		4	19	12			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6			22	13			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		4	19	12			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		6	14	15			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		10	15	10			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6		3	15	17			
III. STUDENT/TEACHER RELATIONSHIPS	3.8		49	164	102			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		3	18	14			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		3	17	15			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		5	19	11			
4. TREATS STUDENTS IMPARTIALLY	3.9		7	19	9			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		4	22	9			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		6	20	9			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		9	15	11			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		10	13	12			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		2	21	12			

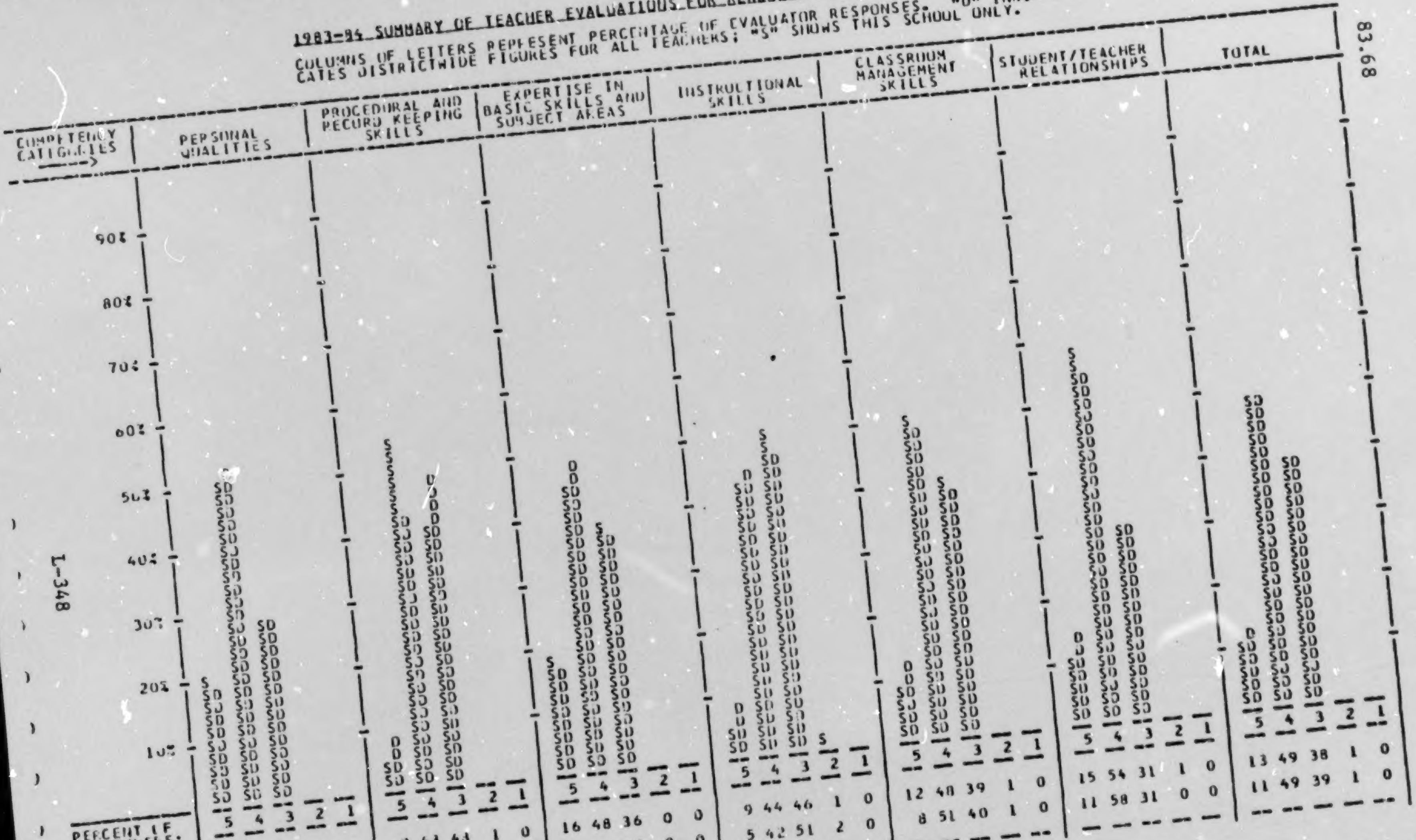
COMPETENCIES BY RANK ORDER
FOR TEACHERS AT MCCALLUM HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 035)

	MEAN RATING
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.26
IA6. SHOWS ENTHUSIASM FOR WORK	4.26
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.20
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.14
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.11
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.09
IA3. EXHIBITS POISE AND SELF-CONTROL	4.09
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.06
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.97
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.97
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.94
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.94
III4. TREATS STUDENTS IMPARTIALLY	3.94
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.94
IA3. DEMONSTRATES PROFESSIONAL GROWTH	3.94
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.91
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.91
IA[illegible]. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.91
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.91
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.86
IA1. IS PUNCTUAL	3.86
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.83
IIF2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.80
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.80
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.77
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.77
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.77
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.77
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.74
IIB6. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.74
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.71
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.71
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.71
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.71
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.69
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.69
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.69
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.66
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.66
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.63
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.63
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.63
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.60
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.57

83.68

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR REAGAN HIGH

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



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PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	43	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	20	51	29	0	0	5	55	40	0	0	18	44	39	0	0	5	42	51	2	0	8	51	40	1	0	11	58	31	0	0	11	49	39	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 028

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT REAGAN HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 028)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		49	128	74			
1. IS PUNCTUAL	4.1		9	12	7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		6	17	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	19	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		2	16	10			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		3	15	10			
6. SHOWS ENTHUSIASM FOR WORK	4.1		9	13	6			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		4	14	9			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		7	10	11			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		7	12	9			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		4	46	34			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			15	13			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		3	14	11			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		1	17	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		25	61	54			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		2	12	14			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		2	10	16			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		14	12	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		4	13	11			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		3	14	11			
IIB. INSTRUCTIONAL SKILLS	3.5		16	140	173	7		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			15	12	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		3	12	13			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		3	8	16	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		3	15	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			13	13	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		3	13	12			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			12	16			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4		1	10	16	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		2	13	12	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			11	17			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1	11	16			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			7	20	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		17	114	90	3		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		5	16	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		4	15	9			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		3	16	9			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	12	15			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6		1	16	11			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			13	15			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		3	18	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			8	17	3		
III. STUDENT/TEACHER RELATIONSHIPS	3.8		27	144	78	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.6		1	15	12			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			18	10			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		3	15	10			
4. TREATS STUDENTS IMPARTIALLY	3.7		2	14	10			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		7	14	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		4	18	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		4	18	6			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		2	18	8			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		4	14	9	1		

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT REAGAN HIGH SCHOOL IN 1983-84                        MEAN
(NUMBER OF TEACHERS RATED = 028)                                    RATING
                                                                    ------
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.43
 IA6. SHOWS ENTHUSIASM FOR WORK                                      4.11
 IA1. IS PUNCTUAL                                                    4.07
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.04
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.93
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        3.93
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.93
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            3.93
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.86
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.86
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.82
 IA3. EXHIBITS POISE AND SELF-CONTROL                                3.82
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          3.81
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        3.79
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.79
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        3.75
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.75
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.75
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.75
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.75
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.71
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.71
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.71
III4. TREATS STUDENTS IMPARTIALLY                                    3.69
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.68
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.68
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            3.64
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    3.64
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.64
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       3.61
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.57
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.57
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.54
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.50
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.50
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.50
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.46
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.46
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          3.46
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.43
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.39
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.39
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.39
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.21
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.18
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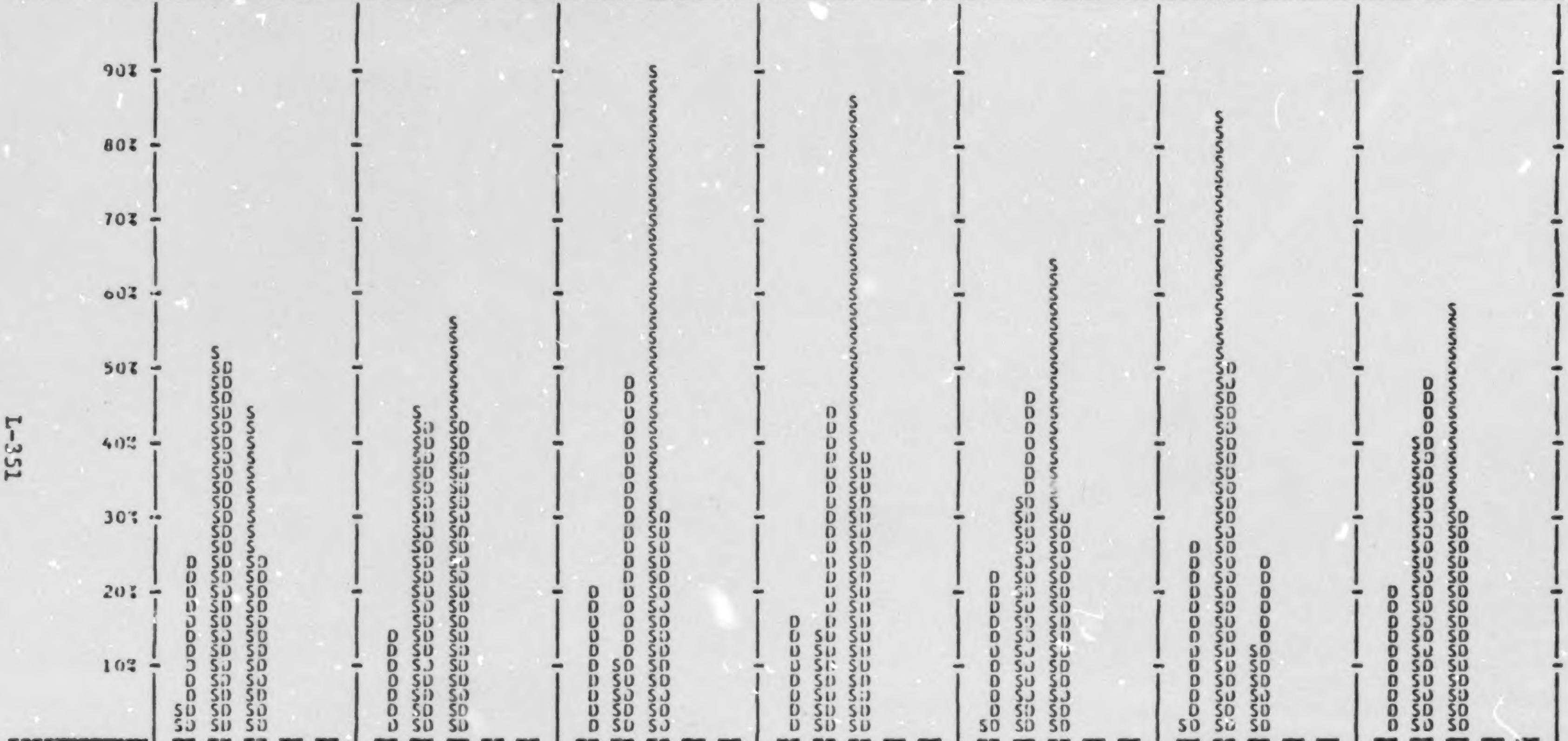
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR W.R. ROBBINS SCHOOL (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	4	52	44	0	0	0	44	56	0	0	0	10	90	0	0	0	14	86	0	0	2	33	65	0	0	2	85	13	0	0	1	40	58	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 006

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT W.R. ROBBINS SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 006)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6		2	28	24			
1. IS PUNCTUAL	3.3			2	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			4	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.5			3	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			4	2			
6. SHOWS ENTHUSIASM FOR WORK	3.8		1	3	2			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		1	4	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.0				6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			8	10			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			2	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			3	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			3	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.1			3	27			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.0				6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			1	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.2			1	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.2			1	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				6			
IIB. INSTRUCTIONAL SKILLS	3.1			10	62			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				6			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.3			2	4			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.2			1	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0				6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			2	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			2	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				6			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4		1	16	31			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7			4	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.3			2	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3			2	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		1	2	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			2	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			4	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				6			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		1	46	7			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			6				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8			5	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			5	1			
4. TREATS STUDENTS IMPARTIALLY	4.0			6				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			6				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.3			5	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3			5	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8			5	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		1	3	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT W.R. ROBBINS SCHOOL IN 1983-84                 MEAN
NUMBER OF TEACHERS RATED = 0061                                RATING
                                                               ------
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS     4.00
III4. TREATS STUDENTS IMPARTIALLY                               4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                  4.00
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                     4.00
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING   3.83
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP   3.83
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS      3.83
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST   3.83
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS              3.83
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS       3.83
 IA6. SHOWS ENTHUSIASM FOR WORK                                 3.83
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                          3.83
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES              3.67
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES               3.67
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG   3.67
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                   3.67
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS        3.67
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM    3.50
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                    3.50
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE     3.50
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS       3.50
 IA3. EXHIBITS POISE AND SELF-CONTROL                           3.50
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                 3.33
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST           3.33
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS     3.33
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING   3.33
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU    3.33
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES     3.33
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                 3.33
 IA1. IS PUNCTUAL                                               3.33
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT      3.17
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION    3.17
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT      3.17
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS         3.17
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK   3.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT          3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS  3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY           3.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG   3.00
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES              3.00
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT           3.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES      3.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES               3.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM    3.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                 3.00
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                          3.00
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1983-94 SUMMARY OF TEACHER EVALUATIONS FOR TRAVIS HIGH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

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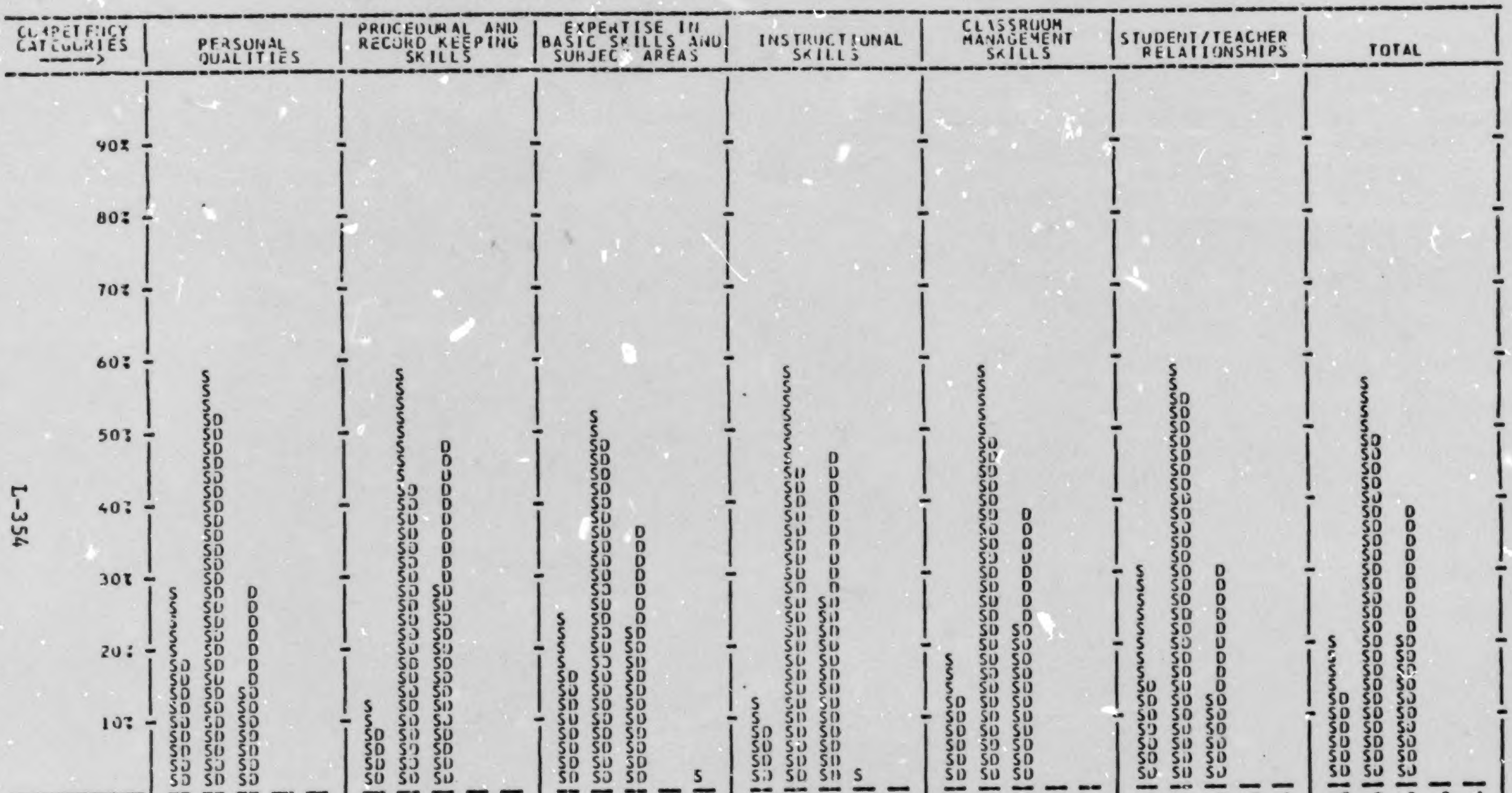

COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	18	53	29	1	0	8	43	48	1	0	16	48	36	0	0	9	44	46	1	0	12	48	39	1	0	15	54	31	1	0	13	49	38	1	0
SCHOOL:	28	58	15	0	0	12	58	29	1	0	24	52	22	0	2	13	59	27	2	0	19	58	23	0	0	30	58	12	1	0	21	57	20	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 043

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT TRAVIS HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 043)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		107	222	57			
1. IS PUNCTUAL	4.1		11	26	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		17	22	4			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		6	30	6			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		12	23	8			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		12	22	9			
6. SHOWS ENTHUSIASM FOR WORK	4.3		17	21	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		15	25	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		6	30	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		11	23	9			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		16	75	37	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		6	27	10			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		5	23	15			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		5	25	12	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		50	109	47		4	5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		8	24	11			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		6	12	16		4	5
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		19	21	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		7	29	7			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		10	23	10			
IIB. INSTRUCTIONAL SKILLS	3.8		65	302	138	10		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7		2	26	13	2		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		5	30	7	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		9	23	9	2		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		7	28	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		5	24	11	2		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		7	26	10			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		5	30	8			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		6	23	13	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		5	21	15	2		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9		6	26	11			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		4	24	15			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7		4	21	18			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		65	198	79	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		15	23	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		11	25	6	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		10	22	11			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.9		7	24	12			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		7	29	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		6	29	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		5	24	14			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		4	22	16			
III. STUDENT/TEACHER RELATIONSHIPS	4.2		115	223	45	3		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		12	27	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		12	24	7			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		16	21	5			
4. TREATS STUDENTS IMPARTIALLY	4.2		13	25	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		11	29	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	[illegible]		14	24	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	[illegible]		11	27	4	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		13	25	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		13	21	7	2		

COMPETENCIES BY RANK ORDER
FOR TEACHERS AT TRAVIS HIGH SCHOOL IN 1983-84
(NUMBER OF TEACHERS RATED = 043)

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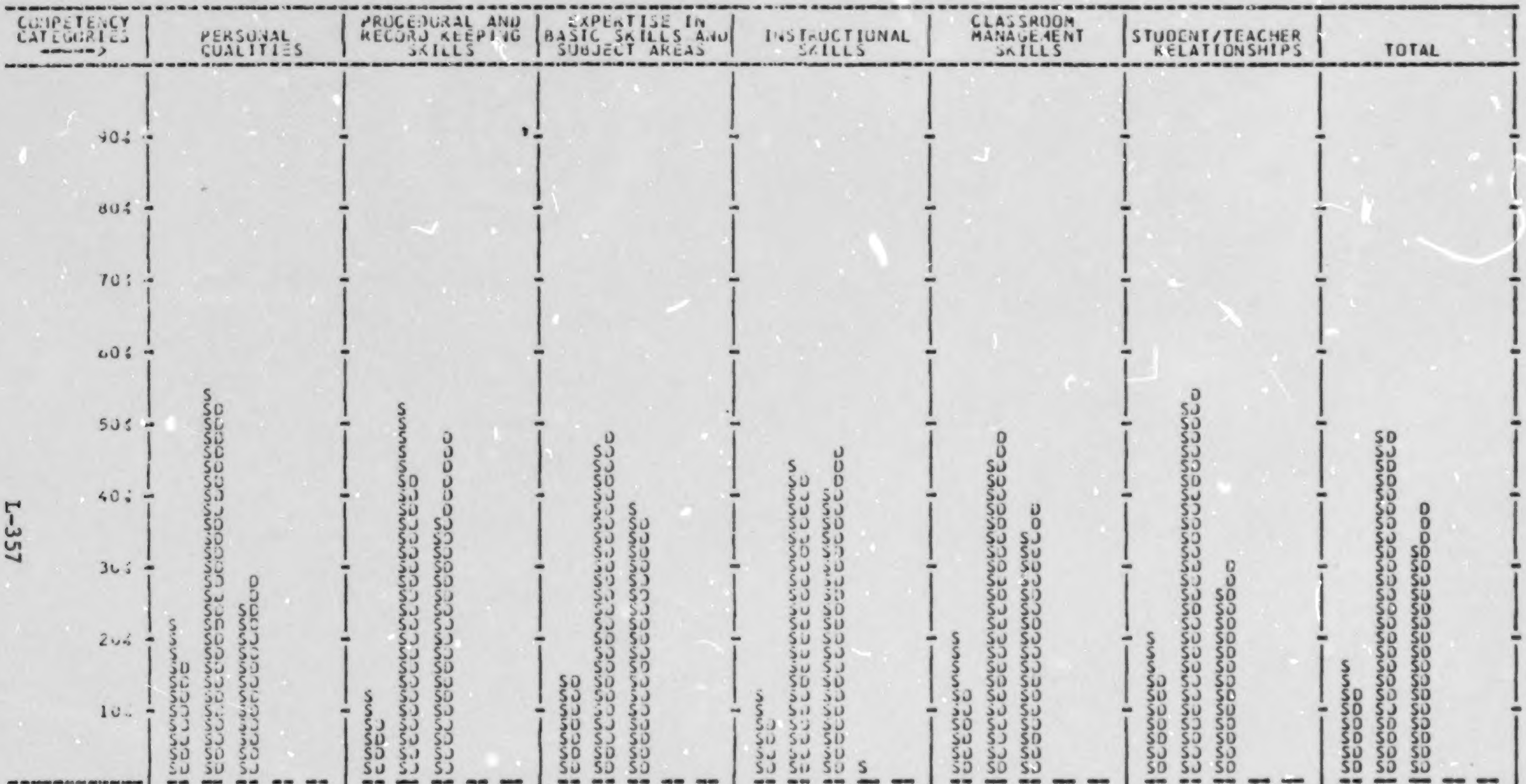
	MEAN RATING
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.37
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.30
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.28
IA6. SHOWS ENTHUSIASM FOR WORK	4.28
IID3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.26
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.23
IID6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.21
IID8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.19
IID5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.19
IID4. TREATS STUDENTS IMPARTIALLY	4.19
IID1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.19
IID7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.12
IID2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.12
IA1. IS PUNCTUAL	4.12
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.09
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.07
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.07
IID9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.05
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.05
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.98
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.98
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.98
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.95
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.93
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.93
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.93
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.91
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.91
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.91
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.98
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.89
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.79
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.79
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.79
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.77
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.76
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.74
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.71
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.67
IIC9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.65
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.42

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BUSINESS (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	43	1	0	15	49	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	[illegible]	0
SUBJECT:	22	54	25	0	0	12	52	36	0	0	15	46	38	0	1	13	45	40	2	0	20	45	34	0	0	20	53	27	0	0	17	49	33	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 22

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN BUSINESS (SR HI)
(NUMBER OF TEACHERS RATED = 022)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		43	106	49			
1. IS PUNCTUAL	3.8		4	10	8			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		4	12	6			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		5	15	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		5	14	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		3	11	8			
6. SHOWS ENTHUSIASM FOR WORK	4.1		8	9	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		5	13	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		3	11	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		6	11	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		8	34	24			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		2	12	8			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		4	10	8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		2	12	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		16	51	42		1	
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		4	9	9			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			12	9		1	
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		5	8	9			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		4	12	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		3	10	9			
IIB. INSTRUCTIONAL SKILLS	3.7	2	33	118	106	5		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		1	8	13			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7	1	3	10	7	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		4	9	8	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.9		6	9	6	1		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		4	10	7	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		4	9	9			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7	1	3	10	7	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		3	10	9			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			11	11			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		2	12	8			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		2	11	9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5		1	9	12			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	3	35	78	59			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		5	10	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		8	8	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		8	8	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		5	11	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		2	13	7			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6	1	3	7	11			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		2	13	7			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6	2	2	8	9			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		40	104	53			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		3	13	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		4	11	7			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		5	11	6			
4. TREATS STUDENTS IMPARTIALLY	3.9		4	12	6			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		2	12	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		6	12	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		5	10	7			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		4	13	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		7	10	5			

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BUSINESS                          (SR HI)          MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 022)                       RATING
                                                                  ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                   4.14
  IA3. EXHIBITS POISE AND SELF-CONTROL                             4.14
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.09
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.09
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             4.09
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       4.09
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            4.09
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.05
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.05
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     3.95
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                3.95
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            3.95
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        3.91
 III4. TREATS STUDENTS IMPARTIALLY                                 3.91
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     3.91
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        3.91
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.91
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.91
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         3.86
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    3.86
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        3.82
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.82
  IA1. IS PUNCTUAL                                                 3.82
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                3.77
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 3.77
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      3.77
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.77
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.77
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            3.77
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     3.77
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       3.76
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.73
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     3.73
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       3.73
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.73
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.73
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.73
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      3.71
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        3.71
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.68
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.53
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   3.52
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.50
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.50
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.45
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.45
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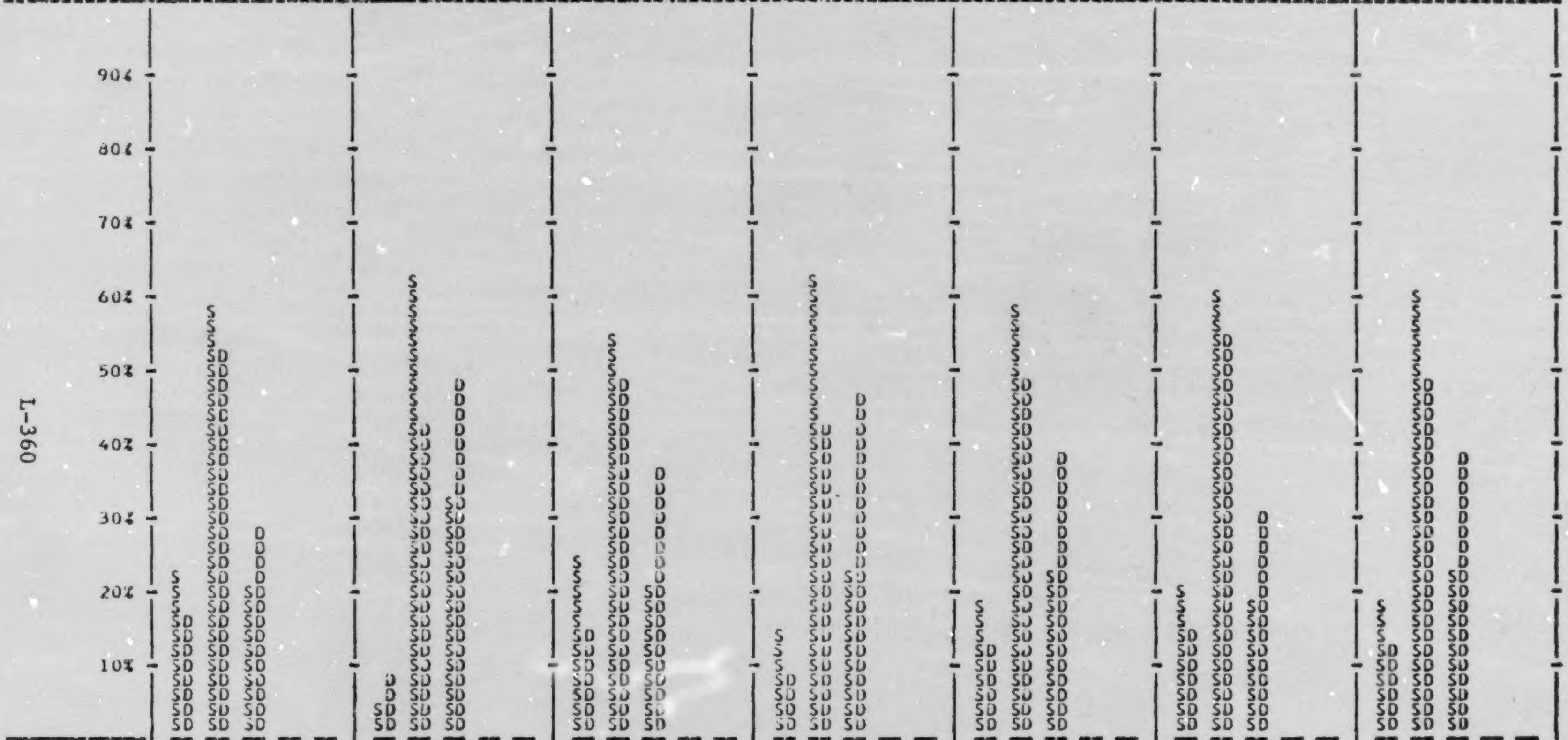
83.68

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR FOREIGN LANGUAGE (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

L-360



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	22	58	20	1	0	4	63	33	0	0	25	54	21	0	0	14	62	23	0	0	18	59	23	0	0	20	61	19	0	0	18	60	22	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 18

83.68

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN FOREIGN LANGUAGE (SR HI)
(NUMBER OF TEACHERS RATED = 018)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		35	94	32	1		
1. IS PUNCTUAL	3.8		3	9	5	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		2	13	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		4	12	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		6	10	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		3	10	5			
6. SHOWS ENTHUSIASM FOR WORK	4.3		7	10	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		3	12	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		3	10	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		4	8	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		2	34	18			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	10	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		1	10	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8			14	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0	1	22	48	19			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		6	10	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	1		6	11			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.6		12	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		3	15				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		1	12	5			
IIB. INSTRUCTIONAL SKILLS	3.9	3	30	133	50			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			12	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	13	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.1		5	10	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.2	1	5	10	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			13	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.1		3	13	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		3	10	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		6	6	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.1		3	13	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.9	1	1	13	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.9	1	2	11	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		1	9	8			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		26	85	33			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		6	10	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.3		6	11	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		4	12	2			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		1	12	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		3	10	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	11	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		3	13	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		1	6	11			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		33	99	30			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		2	11	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		2	13	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		6	10	2			
4. TREATS STUDENTS IMPARTIALLY	4.1		5	9	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		6	9	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		5	9	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		4	11	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	14	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		2	13	3			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF FOREIGN LANGUAGE                    (SR HI)          MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 018)                          RATING
                                                                     ------
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.61
  IA6. SHOWS ENTHUSIASM FOR WORK                                      4.33
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         4.28
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.22
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       4.22
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     4.22
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.22
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          4.18
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.17
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        4.17
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               4.11
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         4.11
  IA3. EXHIBITS POISE AND SELF-CONTROL                               4.11
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          4.06
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.06
 III4. TREATS STUDENTS IMPARTIALLY                                   4.06
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  4.06
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  4.06
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        4.06
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.94
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.94
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.94
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.89
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.89
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.89
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.89
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                              3.89
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.89
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                3.88
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.88
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.83
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.83
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.83
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.78
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.78
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.78
  IA1. IS PUNCTUAL                                                   3.78
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.72
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.67
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.67
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.67
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.61
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.44
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.35
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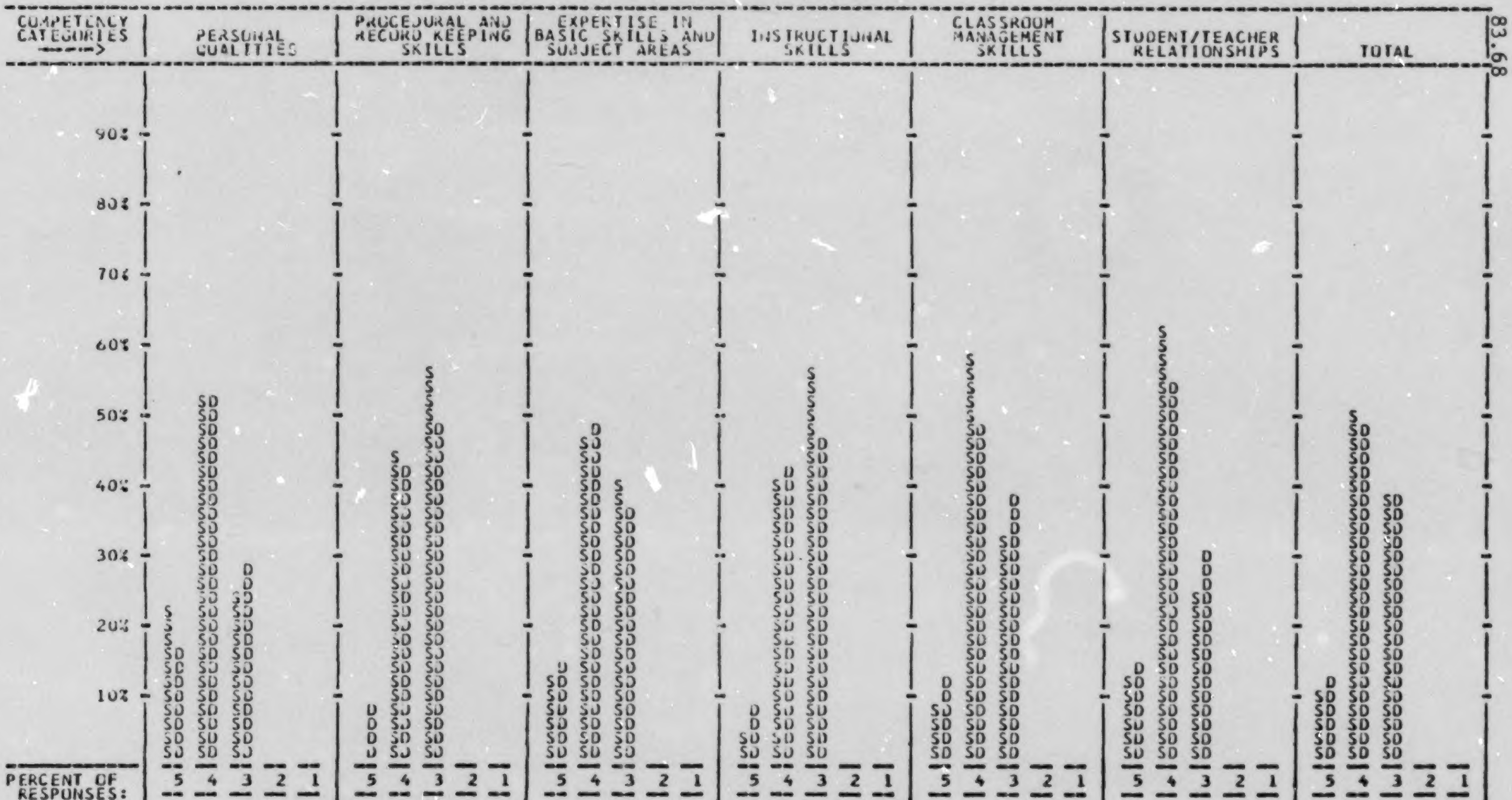
L-362

I-363

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HEALTH/PHYSICAL ED (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68



COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	22	53	25	0	0	0	44	56	1	0	13	46	41	1	0	4	40	57	0	0	8	59	32	0	0	13	62	25	0	0	11	51	38	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 39

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN HEALTH/PHYSICAL ED (SR HI)
(NUMBER OF TEACHERS RATED = 039)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		78	185	86	1		
1. IS PUNCTUAL	4.0		9	20	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		12	25	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		5	23	11			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		6	24	9			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		4	23	12			
6. SHOWS ENTHUSIASM FOR WORK	4.3		17	15	7			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		8	21	9			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		7	16	16			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		10	18	10	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			51	65	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			19	20			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			18	20	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			14	25			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		25	88	79	1		2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	18	19	1		
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		3	8	26			2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		14	20	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		4	25	10			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		3	17	19			
IIB. INSTRUCTIONAL SKILLS	3.5		17	185	266			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		2	18	19			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6		2	19	18			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		2	14	23			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		1	19	19			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			12	27			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		1	27	11			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		2	16	21			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5		2	16	21			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3		1	11	27			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			13	26			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		2	10	27			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4		2	10	27			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		26	185	101			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		11	24	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		3	27	9			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		3	28	8			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			21	18			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		5	22	12			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		1	24	14			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		3	24	12			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4			15	24			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		46	216	88			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		6	24	9			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		3	23	13			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		4	26	9			
4. TREATS STUDENTS IMPARTIALLY	3.8		4	25	10			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		5	23	11			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		7	22	10			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		6	23	10			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		4	30	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		7	20	11			1

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HEALTH/PHYSICAL ED (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 039)

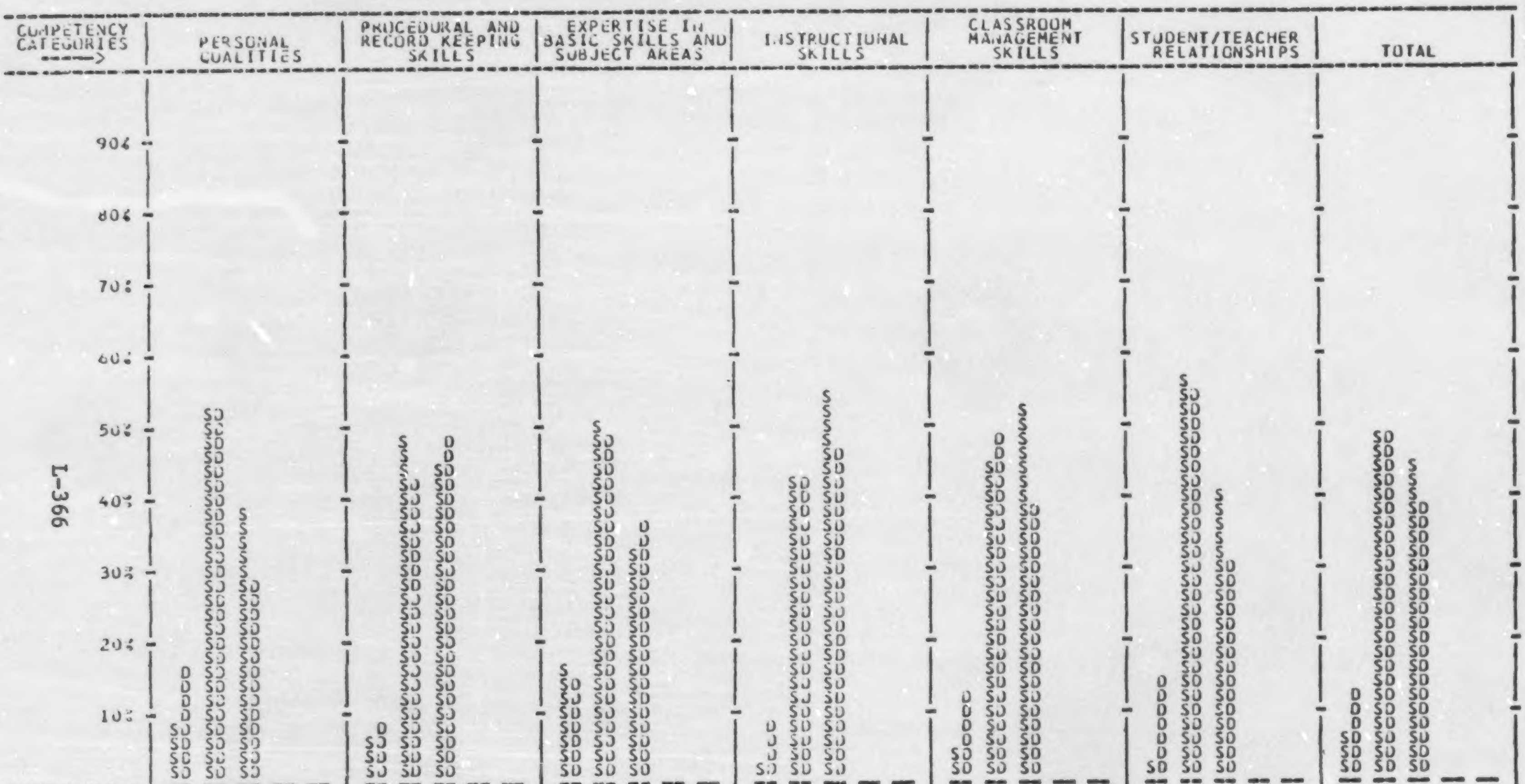
		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.26
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.26
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.23
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.18
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.97
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.97
IA1.	IS PUNCTUAL	3.97
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.95
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.92
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.92
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.92
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.90
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.89
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.87
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.87
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.85
III4.	TREATS STUDENTS IMPARTIALLY	3.85
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.85
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.85
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.85
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.82
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.79
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.77
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.77
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.74
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.74
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.67
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.59
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.59
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.56
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.54
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.54
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.51
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.51
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.49
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.49
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.46
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.44
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.38
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.38
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.36
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.36
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.36
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.33
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.33
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.31

L-365

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR MATHEMATICS (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	9	53	38	0	0	6	49	45	0	0	17	51	33	0	0	2	43	54	0	0	4	44	52	0	0	3	56	41	0	0	6	49	45	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 40

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN MATHEMATICS (SR HI)
(NUMBER OF TEACHERS RATED = 040)

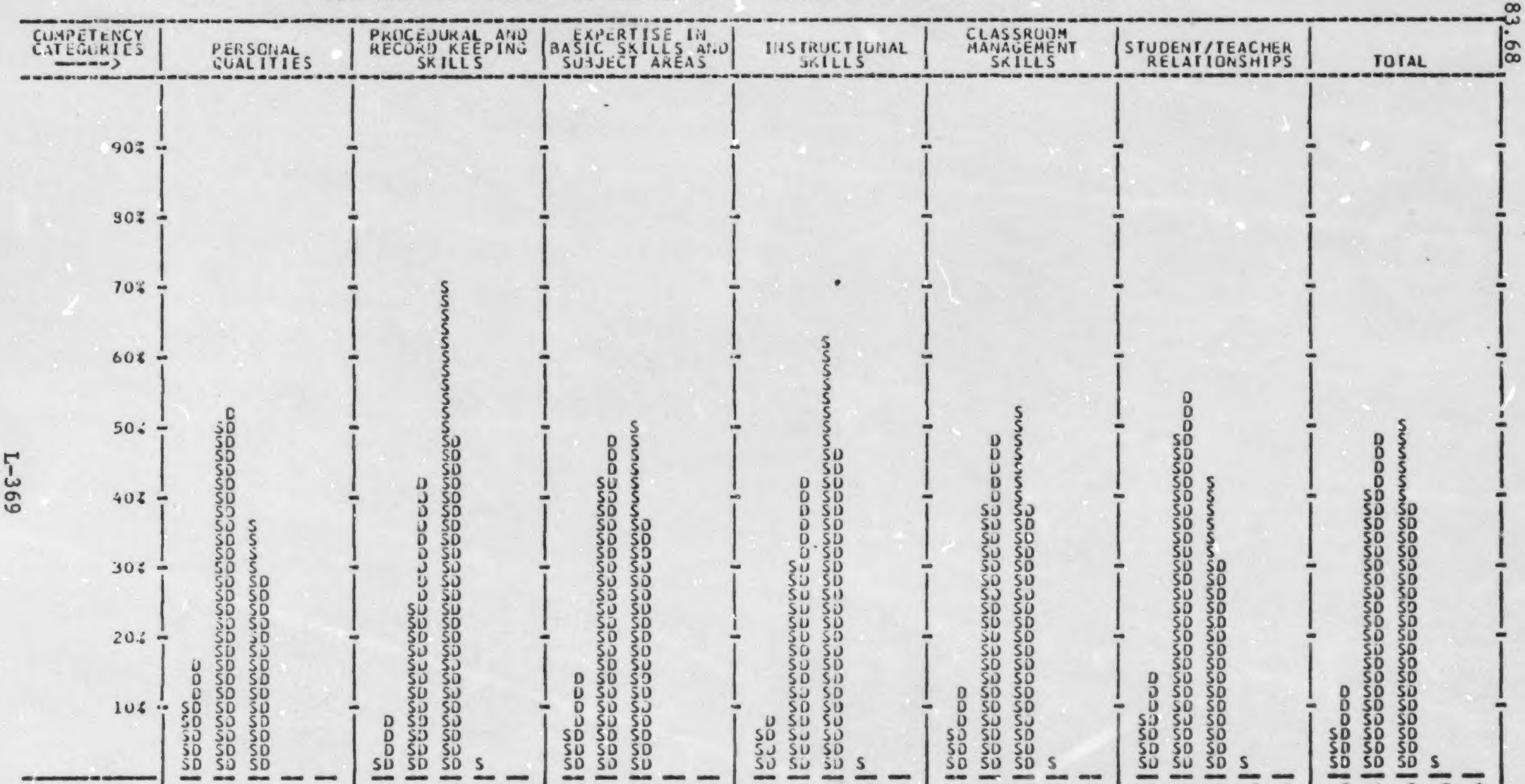
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		33	190	137			
1. IS PUNCTUAL	3.8		4	24	12			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		4	24	12			
3. EXHIBITS POISE AND SELF-CONTROL	3.6		1	23	16			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8		5	22	13			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.6		2	20	18			
6. SHOWS ENTHUSIASM FOR WORK	3.7		5	19	16			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		4	23	13			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		4	15	21			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		4	20	16			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		7	59	54			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		3	17	20			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		3	21	16			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		1	21	18			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		33	101	66			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	18	21			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.4		18	19	3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		12	23	5			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	24	15			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		1	17	22			
IIB. INSTRUCTIONAL SKILLS	3.5	10	9	204	256	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			17	22	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5	1		20	19			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		2	18	20			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			24	16			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			16	24			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.6		2	21	17			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	18	21			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.2			9	31			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			14	26			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	1	1	19	19			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	1	1	17	21			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	7	2	11	20			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5	2	13	140	164	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		4	22	13	1		
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	27	11			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		2	23	15			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	19	20			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5		1	16	23			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.3			12	28			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5		3	13	24			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2	2		8	30			
III. STUDENT/TEACHER RELATIONSHIPS	3.6		12	201	147			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		2	24	14			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6		2	19	19			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6		2	21	17			
4. TREATS STUDENTS IMPARTIALLY	3.7		1	25	14			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.7		2	22	16			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.6			23	17			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		2	23	15			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.6			25	15			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5		1	19	20			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF MATHEMATICS (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 040)

	MEAN RATING
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.38
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.18
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	3.80
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.80
IA1. IS PUNCTUAL	3.80
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.78
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.78
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.73
IA6. SHOWS ENTHUSIASM FOR WORK	3.73
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.70
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.70
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.68
III4. TREATS STUDENTS IMPARTIALLY	3.68
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.68
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.68
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.65
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.65
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.63
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.63
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.63
IA3. EXHIBITS POISE AND SELF-CONTROL	3.63
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.60
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.60
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.58
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.58
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.58
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.58
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.58
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.55
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.54
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.53
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.53
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.51
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.49
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.48
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.48
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.45
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.45
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.40
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.40
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.35
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.30
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.23
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.21

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SCI/BIO/CHEM/PHYSICS (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	10	51	37	1	0	3	24	71	2	0	7	42	51	0	0	6	31	62	2	0	7	39	52	2	0	8	48	42	2	0	7	40	51	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 35

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN SCI/BIO/CHEM/PHYSICS (SR HI)
(NUMBER OF TEACHERS RATED = 035)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		32	162	116	4	1	
1. IS PUNCTUAL	3.4		1	12	22			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		5	20	10			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		2	24	8	1		
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		4	17	13	1		
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		3	19	12	1		
6. SHOWS ENTHUSIASM FOR WORK	3.9		6	20	9			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		5	19	10	1		
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		4	15	16			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5		2	16	16		1	
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3		3	25	75	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.2		1	6	26	2		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			10	25			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4		2	9	24			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		12	74	89			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4		1	13	21			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5		2	15	18			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		7	18	10			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6		1	18	16			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3		1	10	24			
IIB. INSTRUCTIONAL SKILLS	3.4	6	23	127	257	7		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.2		2	5	27	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.4	2		12	21			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		5	12	17	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		3	14	18			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3	1	2	8	23	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.4		1	12	22			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		3	16	16			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4		3	10	21	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	15	17	2		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	1	1	11	22			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	1	1	7	26			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2	1	1	5	27	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.5	2	19	108	145	5		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6		4	14	17			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		3	14	18			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		4	18	13			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3		1	10	24			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7		4	17	13	1		
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		2	13	19	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			18	17			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.1	2	1	4	24	3		
III. STUDENT/TEACHER RELATIONSHIPS	3.6	1	25	150	130	7		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		3	18	13	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5		3	13	18	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7		3	16	14			
4. TREATS STUDENTS IMPARTIALLY	3.7		4	16	14	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.6	1	3	16	15			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		3	18	13	1		
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.7		2	20	13			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5		1	17	16	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		3	16	14	2		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SCI/BIO/CHEM/PHYSICS              (SR HI)          MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 035)                        RATING
                                                                   ------
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          3.91
 IA6. SHOWS ENTHUSIASM FOR WORK                                     3.91
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.86
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         3.80
 IA3. EXHIBITS POISE AND SELF-CONTROL                               3.77
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.74
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          3.69
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   3.69
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.69
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.69
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  3.67
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       3.66
III4. TREATS STUDENTS IMPARTIALLY                                   3.66
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      3.66
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                              3.66
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         3.65
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.63
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.63
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES         3.60
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING       3.57
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.57
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.57
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.57
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.54
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       3.51
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           3.51
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.51
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS           3.51
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     3.46
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.43
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3.43
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.43
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.40
 IA1. IS PUNCTUAL                                                   3.40
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       3.38
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.37
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.36
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.34
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.34
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.32
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.29
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               3.26
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.23
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      3.18
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.17
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.09
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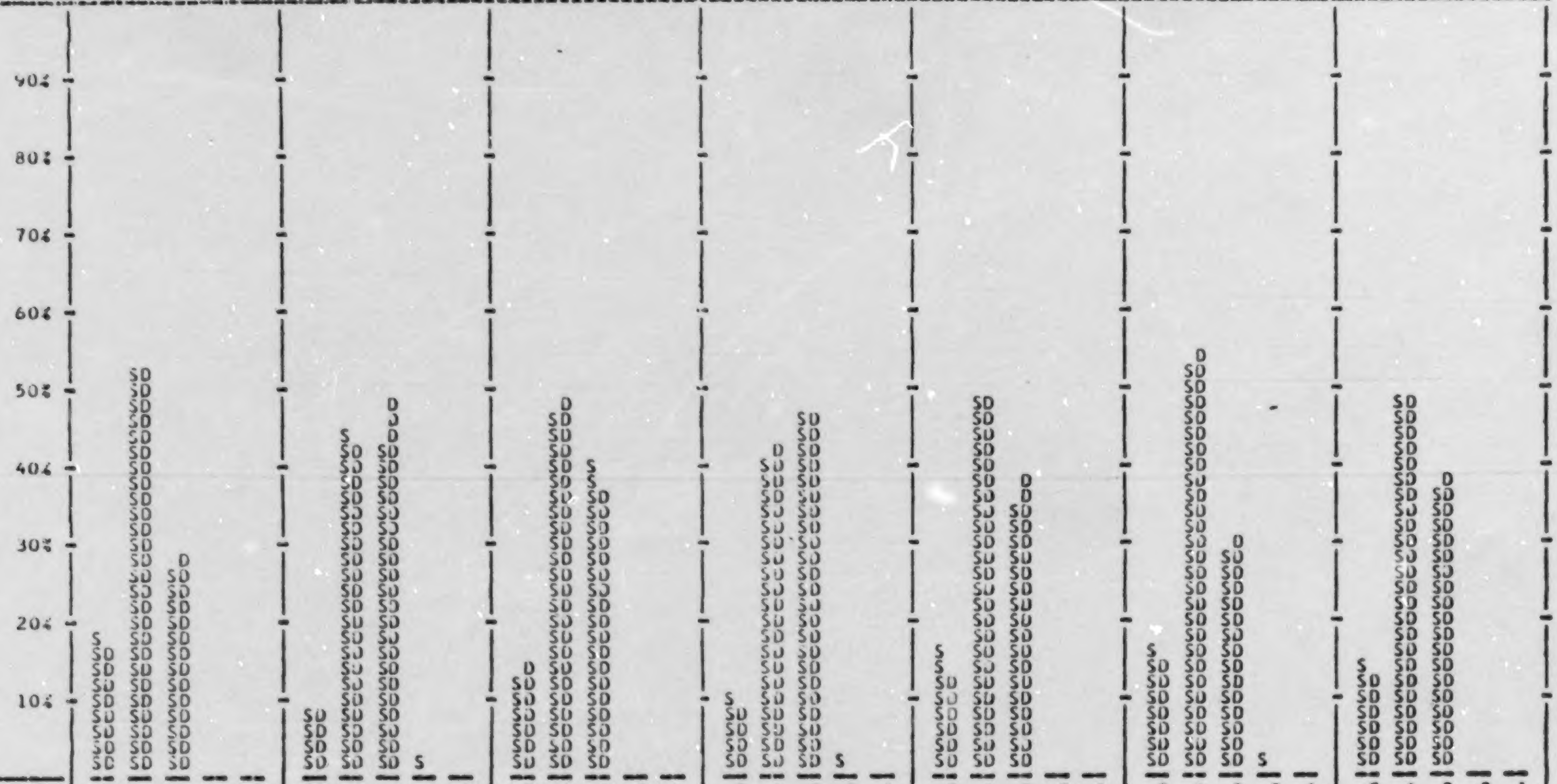
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR GEOG/SOC SCI/SOC/GOV/HIS/PSY (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	19	53	27	1	0	9	45	43	3	0	13	46	40	1	0	11	41	46	2	0	16	48	35	1	0	17	53	28	2	0	15	48	36	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 40

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN GEOG/SOC SCI/SOC/GOV/HIS/PSY (SR HI)
(NUMBER OF TEACHERS RATED = 040)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		67	192	98	2		
1. IS PUNCTUAL	3.8		7	18	14	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		5	27	8			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		6	26	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		7	21	12			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		3	26	11			
6. SHOWS ENTHUSIASM FOR WORK	4.0		11	18	11			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		14	18	8			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		6	19	15			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		8	19	12	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		11	54	52	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		3	21	15	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		3	19	17	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		5	14	20	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	1	25	92	79	2		1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		2	27	11			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3	1		12	26			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		9	21	10			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		8	16	15	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		6	16	17	1		
IIB. INSTRUCTIONAL SKILLS	3.6	2	53	196	219	10		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5		2	16	21	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5	1	2	16	20	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		5	22	12	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		5	15	18	2		
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		3	15	20	2		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		4	22	14			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		3	22	14	1		
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		6	15	19			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.0		13	12	15			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		4	15	20	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6		4	15	21			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4	1	2	11	25	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	1	52	152	113	2		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		15	18	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		9	22	8	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		6	24	10			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		3	19	18			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		4	24	12			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7		5	16	19			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		6	19	14	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	1	4	10	25			
III. STUDENT/TEACHER RELATIONSHIPS	3.9	1	62	191	100	6		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		8	20	11	1		
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		4	21	14	1		
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		8	23	8	1		
4. TREATS STUDENTS IMPARTIALLY	4.0		8	23	8	1		
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		4	27	8	1		
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		8	19	13			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		8	22	10			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		9	19	11	1		
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7	1	5	17	17			

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF GEOG/SOC SCI/SOC/GOV/HIS/PSY (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 040)

		MEAN RATING
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.15
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.98
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.98
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.97
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.95
III4.	TREATS STUDENTS IMPARTIALLY	3.95
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.95
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.95
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.93
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.90
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.90
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.88
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.88
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.88
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.85
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.85
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.80
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.80
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.78
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.78
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.78
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.78
IA1.	IS PUNCTUAL	3.78
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.75
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.75
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.70
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.69
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.68
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.68
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.68
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.65
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.65
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.63
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.60
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.58
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.58
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.58
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.55
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.49
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.48
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.46
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.46
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.36
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.32

83.68

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR CHOIR (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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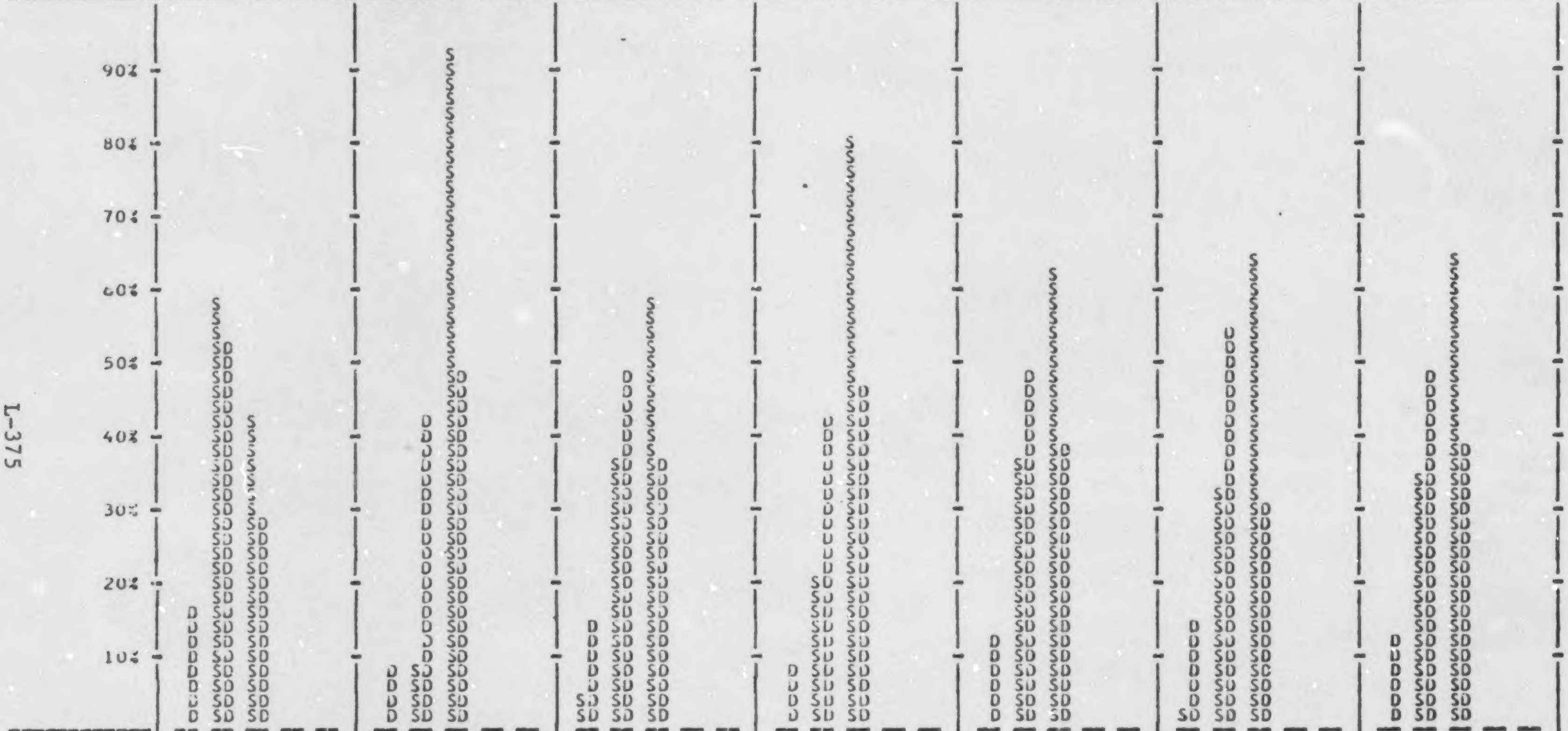

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	0	58	42	0	0	0	8	92	0	0	5	37	58	0	0	0	20	80	0	0	0	37	63	0	0	3	33	64	0	0	1	34	65	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

609 NUMBER OF TEACHERS RATED= 04

610

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN CHOIR (SR HI)
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6			21	15			
1. IS PUNCTUAL	3.0				4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.3			1	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.8			3	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.8			3	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			2	2			
6. SHOWS ENTHUSIASM FOR WORK	4.0			4				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			4				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5			2	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.5			2	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			1	11			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			1	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5	1	1	7	11			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			1	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0	1			3			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		1	3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			2	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.3			1	3			
IIB. INSTRUCTIONAL SKILLS	3.2	2		9	37			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			1	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8			3	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.3			1	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.0				4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0				4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			1	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.0				4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.0				4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			1	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	1		1	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0	1			3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4			11	19			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8			3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			2	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3			1	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				3			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8			3	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.0				4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.5			2	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				3			1
III. STUDENT/TEACHER RELATIONSHIPS	3.4		1	12	23			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.3			1	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			2	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.5			2	2			
4. TREATS STUDENTS IMPARTIALLY	3.8			3	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.3			1	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			2	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.5		1		3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.3			1	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.0				4			

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  COMPETENCIES BY RANK ORDER
  FOR TEACHERS OF CHOIR                                (SR HI)         MEAN
  IN 1983-84 (NUMBER OF TEACHERS RATED = 004)                         RATING
                                                                      ------
  IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           4.25
   IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.00
   IA6. SHOWS ENTHUSIASM FOR WORK                                      4.00
  III4. TREATS STUDENTS IMPARTIALLY                                    3.75
  IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    3.75
  IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.75
  IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.75
   IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.75
   IA3. EXHIBITS POISE AND SELF-CONTROL                                3.75
  III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS           3.50
  III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        3.50
  III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   3.50
  III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            3.50
  IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.50
  IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.50
  IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.50
   IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS            3.50
   IA8. DEMONSTRATES PROFESSIONAL GROWTH                               3.50
   IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.50
 IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                 3.33
  III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP        3.25
  III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          3.25
  III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       3.25
  IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.25
 IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.25
  IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.25
  IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.25
  IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES          3.25
  IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.25
  IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.25
  IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.25
   IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.25
   IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             3.25
  III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING        3.00
  IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.00
  IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.00
  IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.00
 IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.00
  IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.00
  IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.00
  IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.00
  IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.00
  IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.00
   IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.00
   IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.00
   IA1. IS PUNCTUAL                                                    3.00
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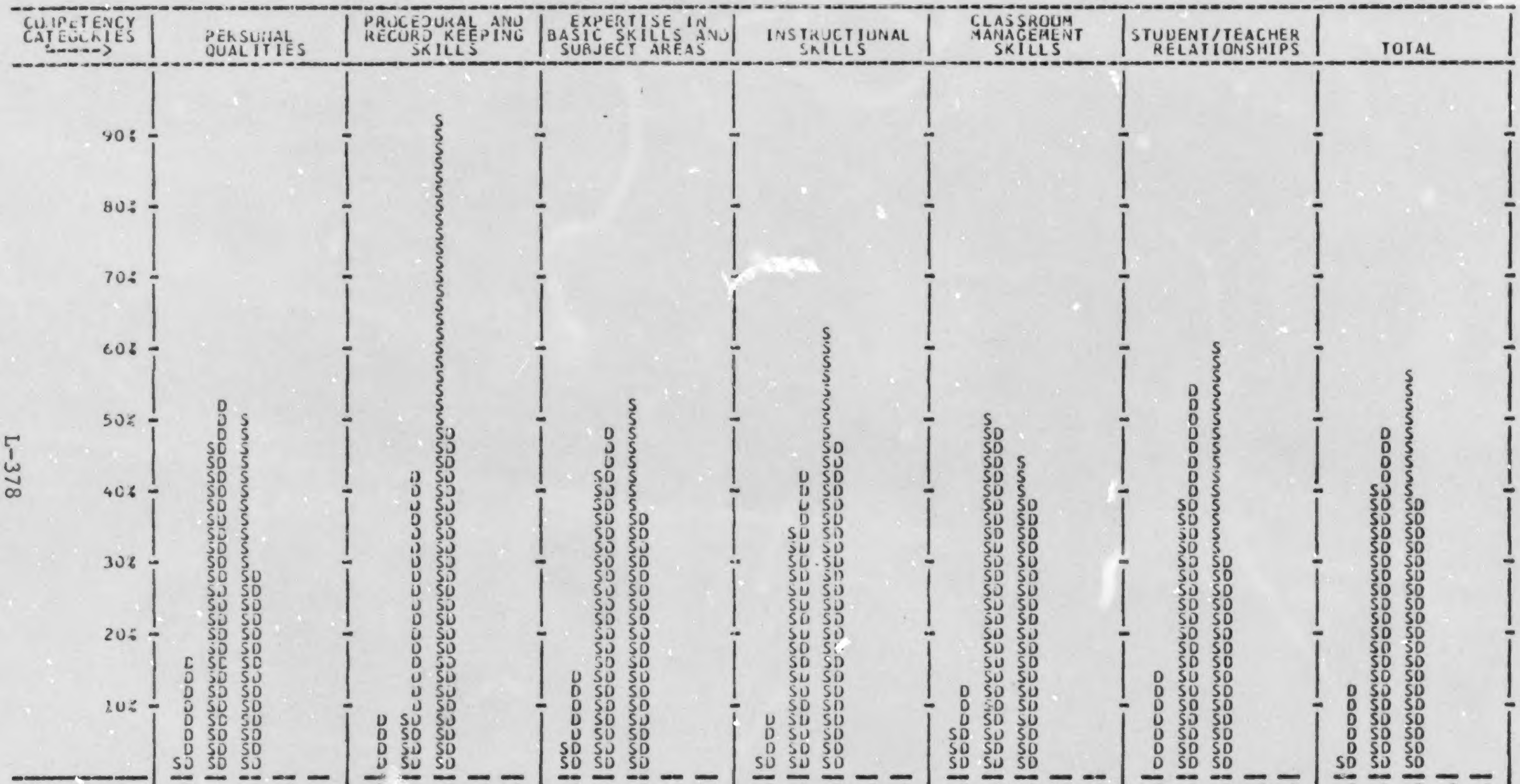
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR BAND/ORCHESTRA (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	3	47	50	0	0	0	8	92	0	0	5	43	53	0	0	2	35	62	0	0	6	50	44	0	0	0	39	61	0	0	3	40	57	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 08

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN BAND/ORCHESTRA (SR HI)
(NUMBER OF TEACHERS RATED = 008)

83.68

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5		2	34	36			
1. IS PUNCTUAL	3.4			3	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5		1	2	5			
3. EXHIBITS POISE AND SELF-CONTROL	3.5		1	2	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6			5	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			4	4			
6. SHOWS ENTHUSIASM FOR WORK	3.6			5	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.6			5	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			3	5			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6			5	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.1			2	22			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.1			1	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				8			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.1			1	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		2	17	21			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			1	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3		1		7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		1	6	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9			7	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.4			3	5			
IIB. INSTRUCTIONAL SKILLS	3.4	2	2	33	58			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		1	5	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			5	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.3			2	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			3	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0				7			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8			6	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6			5	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			2	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	1	6			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3	1		2	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3	1		2	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				8			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		4	31	27			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.1		1	7				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		1	3	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		1	4	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			3	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		1	5	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			3	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6			5	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			1	5			2
III. STUDENT/TEACHER RELATIONSHIPS	3.4			28	44			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8			6	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8			6	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.1			1	7			
4. TREATS STUDENTS IMPARTIALLY	3.0				8			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.1			1	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.4			3	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6			5	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5			4	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.3			2	6			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF BAND/ORCHESTRA                          (SR HI)          MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 008)                              RATING
                                                                         ------
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG            4.13
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT               4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                        3.88
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                        3.88
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION             3.88
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                3.75
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                           3.75
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                    3.75
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM             3.75
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS               3.63
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                       3.63
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS              3.63
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU             3.63
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES               3.63
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS                3.63
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                              3.63
  IA6. SHOWS ENTHUSIASM FOR WORK                                          3.63
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                   3.63
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP            3.50
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                            3.50
  IA3. EXHIBITS POISE AND SELF-CONTROL                                    3.50
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                 3.50
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST            3.38
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                          3.38
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                   3.38
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                       3.38
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT               3.38
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM             3.38
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                   3.38
  IA1. IS PUNCTUAL                                                        3.38
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                     3.29
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG             3.29
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING            3.25
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING            3.25
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES              3.25
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                  3.25
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK            3.17
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS              3.13
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                       3.13
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                          3.13
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                             3.13
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                          3.13
 III4. TREATS STUDENTS IMPARTIALLY                                        3.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS            3.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                    3.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE              3.00
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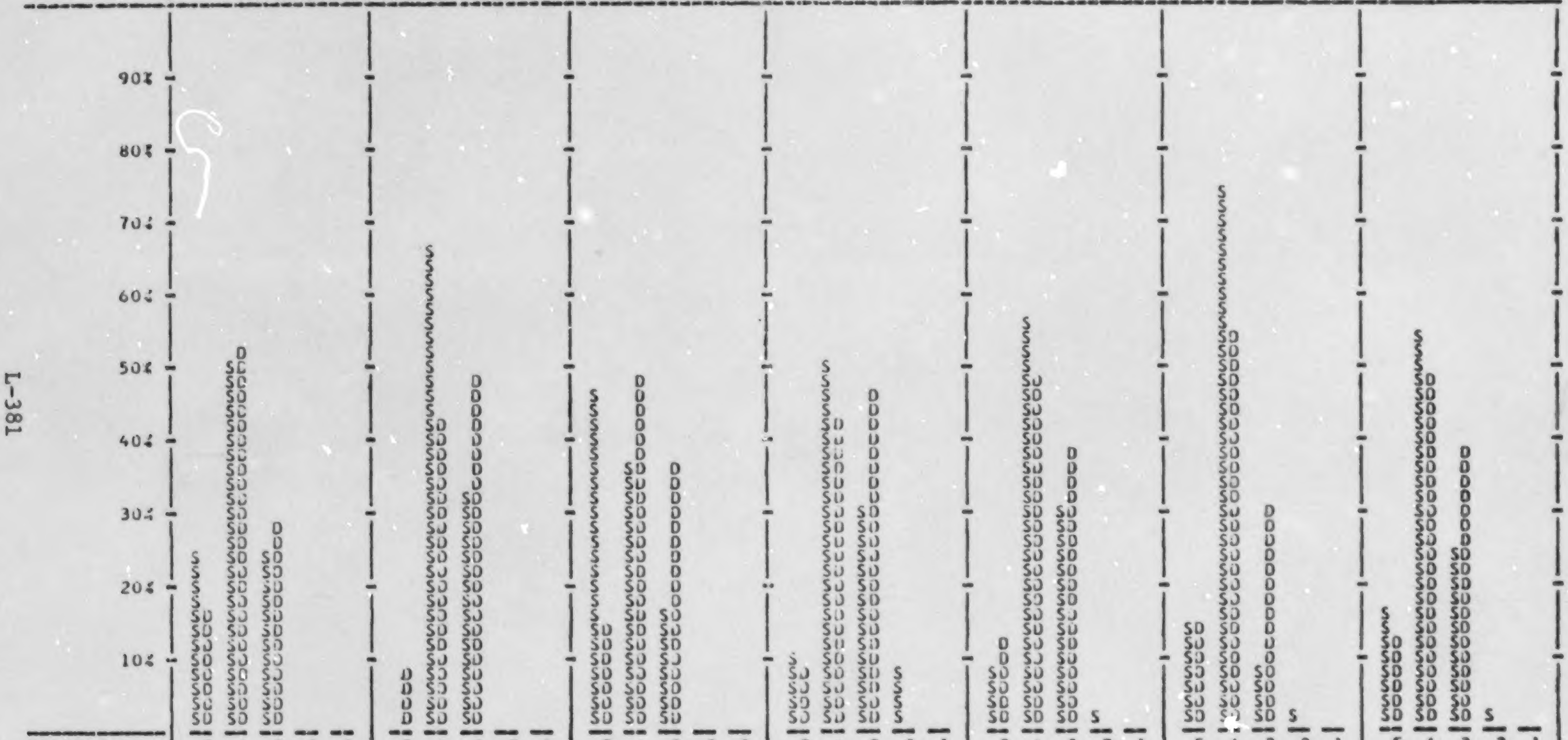
L-380

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR SPEECH/DRAMA (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

L-381



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	25	50	25	0	0	0	67	33	0	0	47	37	16	0	0	10	50	31	8	0	9	56	31	3	0	14	74	9	3	0	17	55	24	3	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 04

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN SPEECH/DRAMA (SR HI)
(NUMBER OF TEACHERS RATED = 004)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		9	18	9			
1. IS PUNCTUAL	3.8		1	1	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		1	3				
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	1	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5			2	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			2	2			
6. SHOWS ENTHUSIASM FOR WORK	4.5		2	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		3	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		1	3				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8			3	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7			8	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8			3	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			2	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8			3	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		9	7	3			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.5		2	2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			1	2			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.8		3	1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.8		3	1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	2	1			
IIB. INSTRUCTIONAL SKILLS	3.6		5	24	15	4		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			2	1	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8			3	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		2	1		1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		1	2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			2	1	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	2	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			3	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1	2	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			2	1	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			2	2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			2	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			1	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		3	18	10	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8			3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	2		1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		1	2	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8			3	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.5			2	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1	2	1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8			3	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	3			
III. STUDENT/TEACHER RELATIONSHIPS	4.0		5	26	3	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8			3	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	1	2			
4. TREATS STUDENTS IMPARTIALLY	4.3		1	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			4				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			4				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		1	3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		1	3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		1	2		1		

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF SPEECH/DRAMA (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 004)

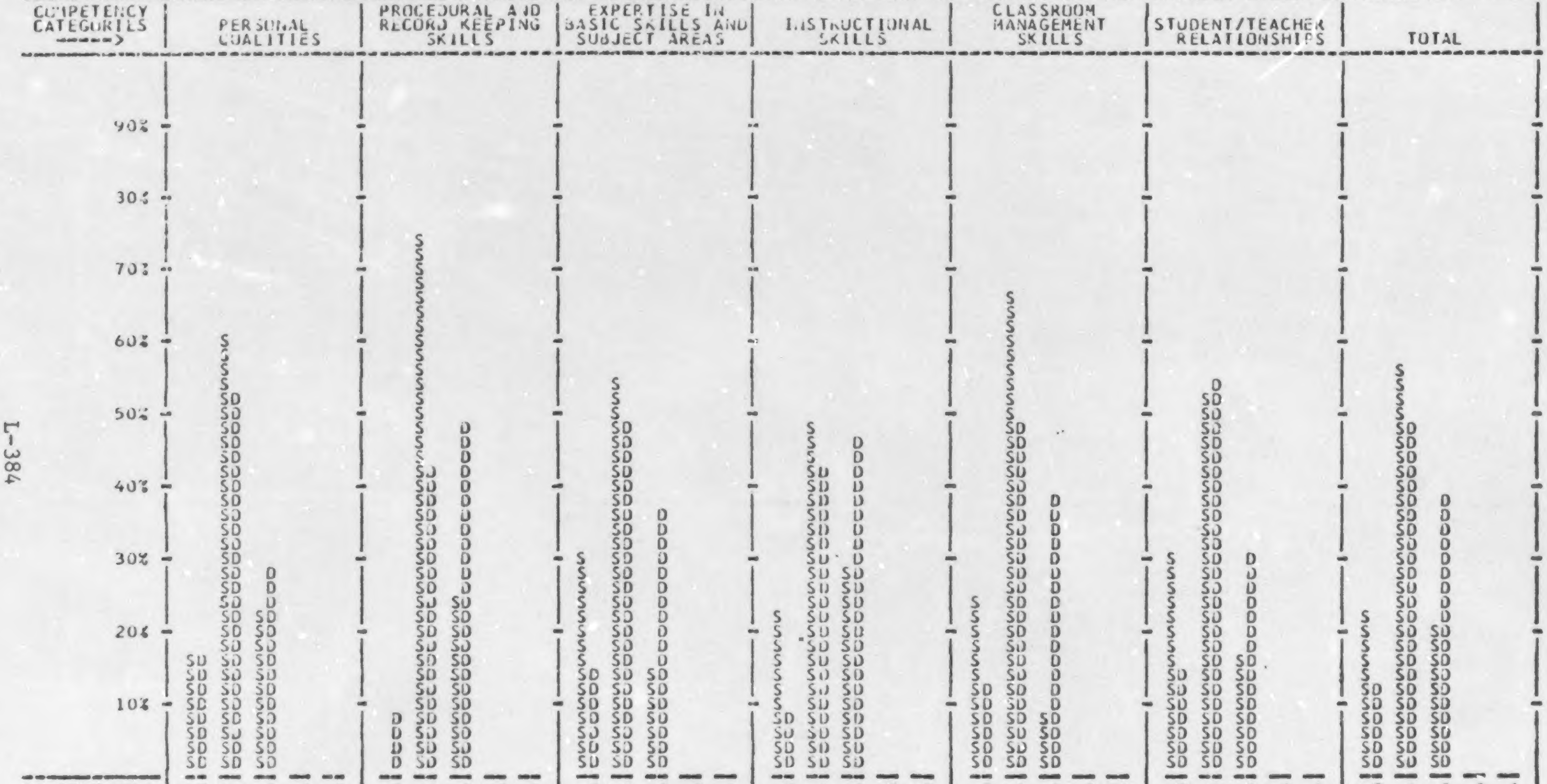
		MEAN RATING
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.75
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.75
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.75
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
III4.	TREATS STUDENTS IMPARTIALLY	4.33
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.25
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.25
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.25
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.75
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.75
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.75
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.75
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.75
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.75
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.75
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.75
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.75
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.75
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.75
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.75
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.75
IA1.	IS PUNCTUAL	3.75
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.33
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.25
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.25
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.25
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.25

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR JOURNALISM (SB HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-384



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	17	61	22	0	0	0	75	25	0	0	30	55	15	0	0	23	48	29	0	0	25	66	9	0	0	31	53	17	0	0	23	57	20	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 04

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN JOURNALISM (SR HI)
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		6	22	8			
1. IS PUNCTUAL	3.8			3	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	2	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.8		1	1	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	2	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			2	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		1	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	3				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1	2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			4				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8			9	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8			3	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8			3	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8			3	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		6	11	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		2	1	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8			3	1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		2	2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		1	3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	2	1			
IIB. INSTRUCTIONAL SKILLS	3.9		11	23	14			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		1	2	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	2	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		1	3				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0		2		2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			2	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.3		2	1	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		2	1	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1	2	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.3		1	3				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8			3	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5			2	2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			2	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		8	21	3			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		1	3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.3			3	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			4				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0		1	2	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		1	3				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		1	3				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		2	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.3		2	1	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		11	19	6			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	2	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.5		2	2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		1	3				
4. TREATS STUDENTS IMPARTIALLY	4.3		1	3				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		1	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		1	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		2	1	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		2		2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.5			2	2			

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF JOURNALISM (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 004)

		MEAN RATING
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.50
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.50
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.25
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.25
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.25
III4.	TREATS STUDENTS IMPARTIALLY	4.25
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.25
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.25
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.25
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.25
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.25
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.25
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.25
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.25
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.25
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
IA6.	SHOWS ENTHUSIASM FOR WORK	4.25
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.75
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.75
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.75
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.75
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.75
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.75
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.75
IA1.	IS PUNCTUAL	3.75
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.50
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.50

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR READING (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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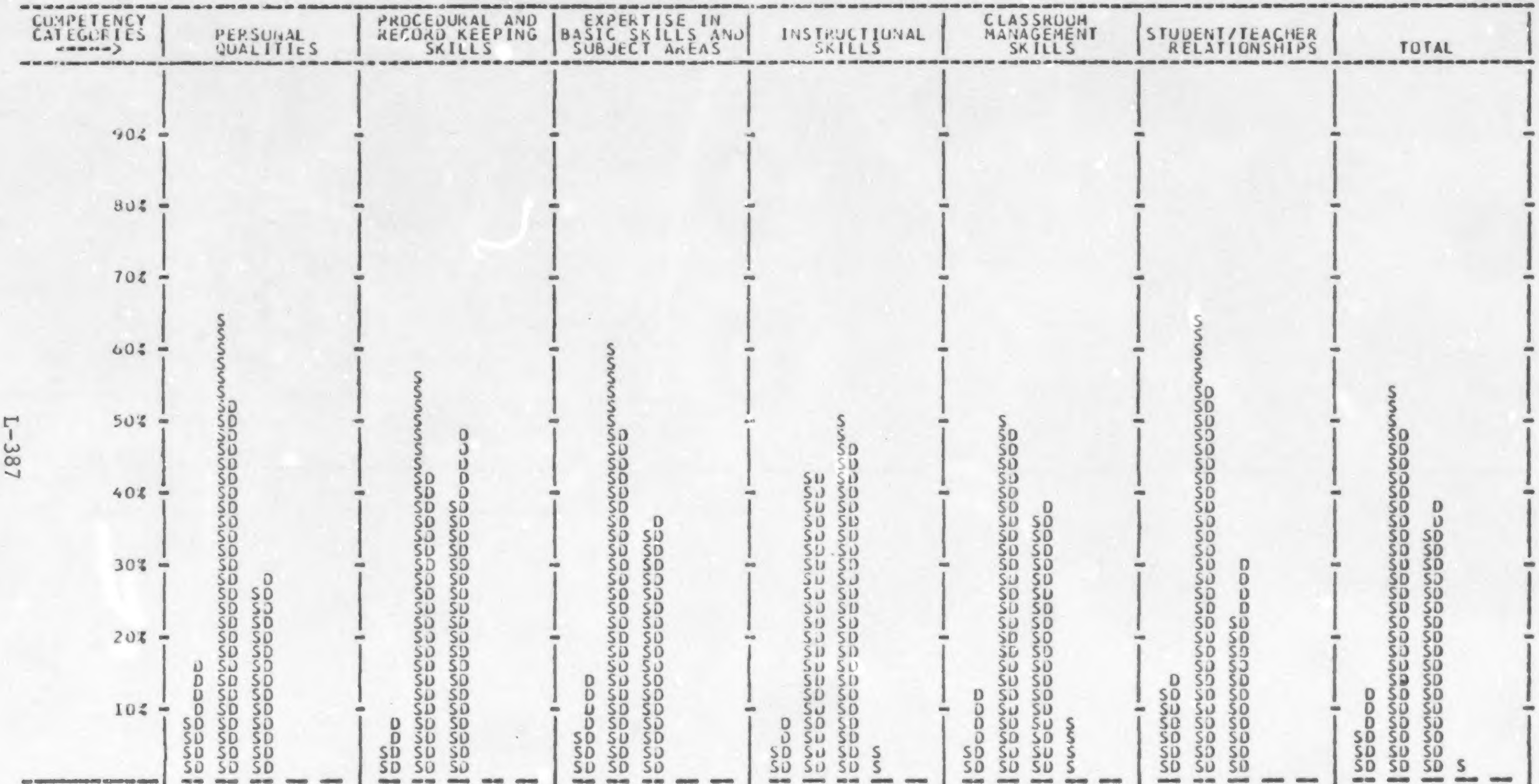


COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	8	65	27	0	0	5	57	38	0	0	6	60	34	0	0	5	42	50	4	0	5	50	36	9	0	13	65	22	0	0	7	55	35	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 07

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN READING (SR HI)
(NUMBER OF TEACHERS RATED = 007)

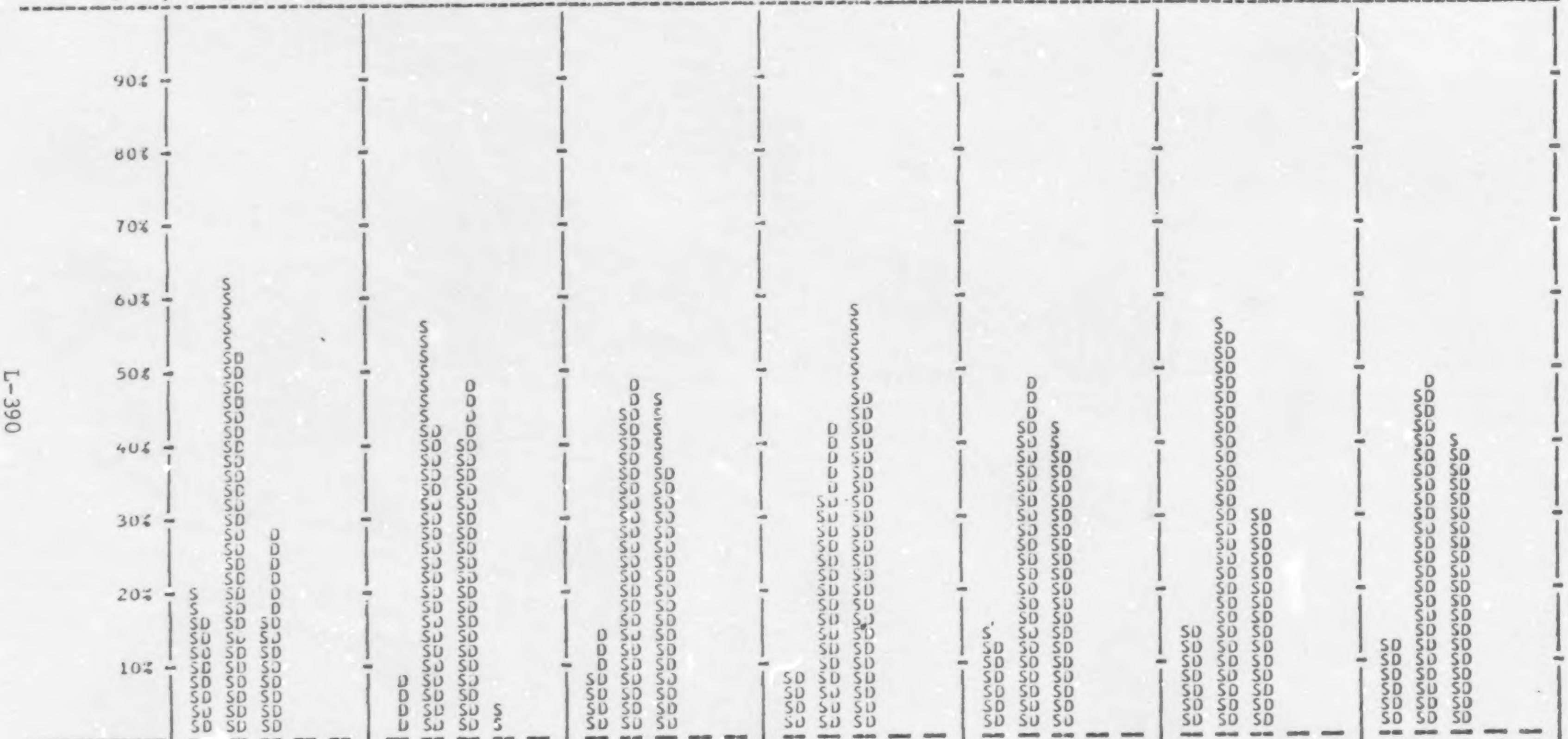
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		5	41	17			
1. IS PUNCTUAL	3.6			4	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		1	4	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		1	5	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9			6	1			
6. SHOWS ENTHUSIASM FOR WORK	3.6			4	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		1	4	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		1	4	2			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7			5	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		1	12	8			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		1	3	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7			5	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6			4	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		2	21	12			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	5	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1			1	6			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		1	4	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9			6	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7			5	2			
IIB. INSTRUCTIONAL SKILLS	3.5		4	35	42	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	2	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			4	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.4			4	2	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			4	3			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.1			1	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		1	4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6			4	3			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.1			2	4	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6			5	1	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	2	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6		1	2	4			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.1			1	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.5		3	28	20	5		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.6			4	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1	4	1	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6		1	3	2	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			3	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6			4	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			4	2	1		
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.6		1	3	2	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			3	3	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.9		8	41	14			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	5	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			3	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		1	5	1			
4. TREATS STUDENTS IMPARTIALLY	4.1		1	6				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		1	6				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		1	4	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6			4	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	4	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		2	4	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF READING (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 007)

	MEAN RATING
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.14
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.14
III4. TREATS STUDENTS IMPARTIALLY	4.14
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IA3. EXHIBITS POISE AND SELF-CONTROL	4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.86
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.86
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.86
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.86
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.86
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.86
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.86
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.86
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.86
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.71
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.71
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.71
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.71
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.71
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.57
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.57
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.57
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.57
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.57
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.57
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.57
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.57
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.57
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.57
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.57
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.57
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.57
IA6. SHOWS ENTHUSIASM FOR WORK	3.57
IA1. IS PUNCTUAL	3.57
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.43
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.43
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.43
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.43
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.29
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.14
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.14
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.14
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.14

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ART (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	[illegible]	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	20	62	17	1	0	0	56	41	4	0	9	44	47	0	0	8	32	59	0	0	15	42	43	0	0	15	56	30	0	0	13	47	40	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 09

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN ART (SR HI)
(NUMBER OF TEACHERS RATED = 009)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		16	50	14	1		
1. IS PUNCTUAL	3.4		1	3	4	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		1	7	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		2	6	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9			8	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		2	5	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		4	4	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		2	6	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1	7	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		3	4	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5			15	11	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			6	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			5	3	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			4	5			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		4	20	21			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		1	3	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.1			1	8			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		3	5	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			5	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7			6	3			
IIB. INSTRUCTIONAL SKILLS	3.5		9	35	64			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.3			3	6			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	5	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		3	3	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		1	3	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		1	2	6			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			3	6			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.6		1	3	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		2	4	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			2	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			2	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			2	7			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			3	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		11	30	31			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		2	3	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		2	4	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7		1	4	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		1	4	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		2	4	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		2	3	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.3			3	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		1	5	3			
III. STUDENT/TEACHER RELATIONSHIPS	3.9		12	45	24			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		1	5	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.6			5	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		2	3	4			
4. TREATS STUDENTS IMPARTIALLY	3.8		1	5	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		1	6	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.8		1	5	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		1	6	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		2	6	1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	4	2			

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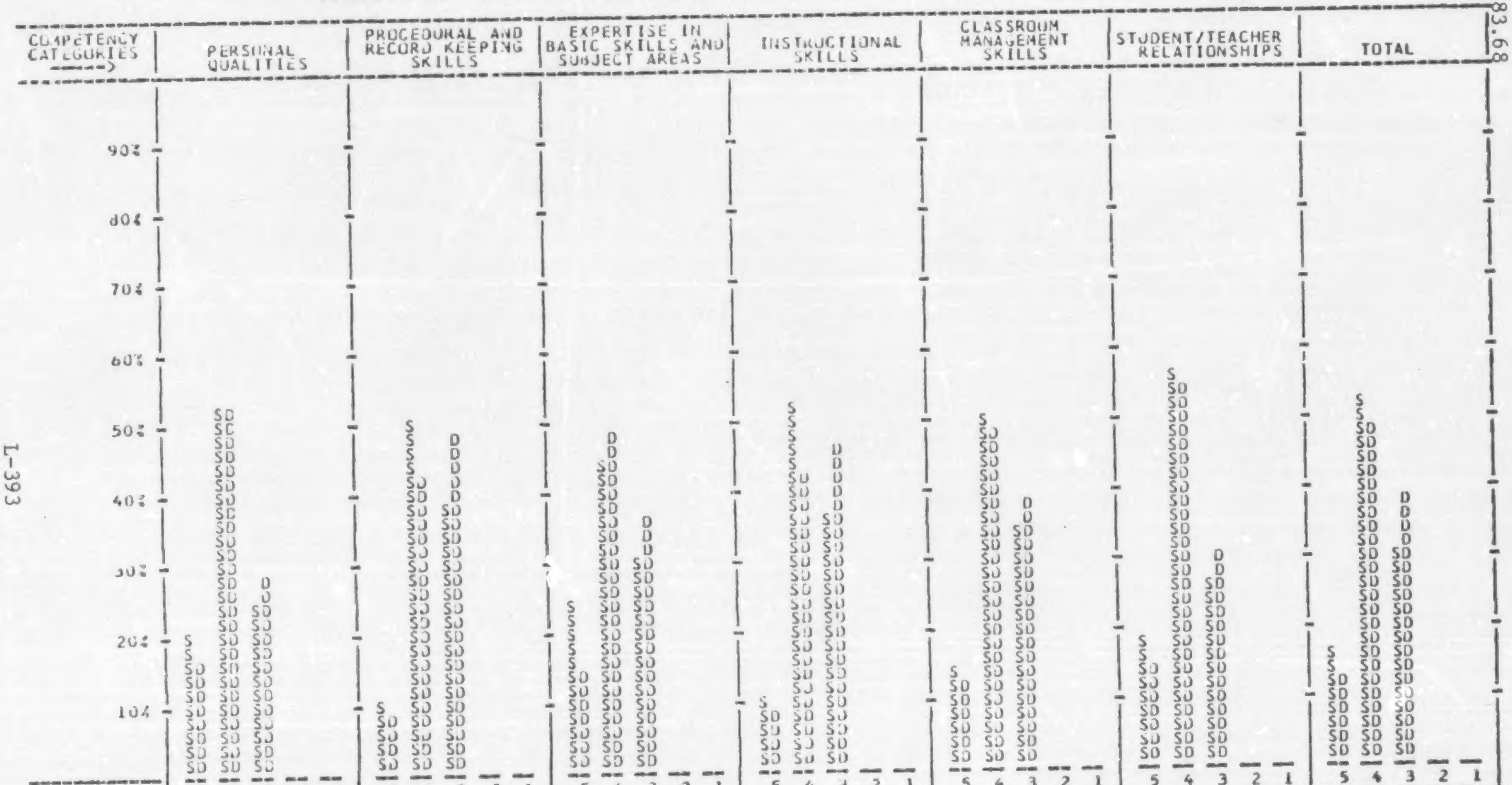
COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ART (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 009)

		MEAN RATING
IA6.	SHOWS ENTHUSIASM FOR WORK	4.33
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.22
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.11
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.11
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.11
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.11
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.11
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.89
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.89
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.89
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.89
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.89
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.89
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.78
III4.	TREATS STUDENTS IMPARTIALLY	3.78
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.78
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.78
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.78
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.78
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.78
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.78
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.67
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.67
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.67
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.56
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.56
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.56
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.56
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.56
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.44
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.44
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.44
IA1.	IS PUNCTUAL	3.44
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.33
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.33
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.33
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.22
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.22
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.22
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.11

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR ENGLISH/COM ARTS/LANG ARTS (SR HI)

(JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	21	53	25	1	0	10	50	39	1	0	25	45	30	0	0	11	52	37	1	0	14	51	35	1	0	18	57	26	0	0	16	52	31	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 50

83.68

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN ENGLISH/COM ARTS/LANG ARTS (SR HI)
(NUMBER OF TEACHERS RATED = 050)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		94	239	114	3		
1. IS PUNCTUAL	4.0		13	22	15			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		5	31	12	2		
3. EXHIBITS POISE AND SELF-CONTROL	4.1		11	32	7			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		11	30	9			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		11	29	10			
6. SHOWS ENTHUSIASM FOR WORK	4.0		14	21	15			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		11	27	12			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		7	23	20			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		11	24	14	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7		15	75	59	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		5	22	23			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		5	23	22			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		5	30	14	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		61	110	74	1	1	3
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		23	22	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.2			12	34		1	3
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		21	20	9			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		9	30	10	1		
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.8		8	26	16			
IIB. INSTRUCTIONAL SKILLS	3.7	2	63	312	220	3		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		2	25	23			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8	1	4	29	16			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		8	26	16			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQ[illegible]TIAL CONTENT	4.0		8	32	10			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIV[illegible] EVIDENT	3.6	1	7	17	25			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		7	30	13			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.7		4	29	17			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		8	25	17			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		8	24	18			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	28	20	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7		3	27	20			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5		3	20	25	2		
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	2	55	200	137	4		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		13	25	12			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		11	25	14			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		9	28	12	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		4	21	24	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		8	29	13			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		3	26	21			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		6	24	20			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	2	1	22	21	2		
III. STUDENT/TEACHER RELATIONSHIPS	3.9		80	254	115			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		3	32	15			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		3	30	17			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		13	28	9			
4. TREATS STUDENTS IMPARTIALLY	4.1		13	29	7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		12	27	11			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		14	23	13			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		11	26	13			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		5	35	10			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.7		6	24	20			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF ENGLISH/COM ARTS/LANG ARTS      (SR HI)          MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 050)                      RATING
                                                                 ------
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  4.36
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       4.24
 III4. TREATS STUDENTS IMPARTIALLY                                4.12
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.08
  IA3. EXHIBITS POISE AND SELF-CONTROL                            4.08
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           4.04
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.02
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.02
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    4.02
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    4.02
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      3.98
  IA6. SHOWS ENTHUSIASM FOR WORK                                  3.98
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       3.96
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       3.96
  IA1. IS PUNCTUAL                                                3.96
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      3.94
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     3.94
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    3.90
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                3.90
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            3.90
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        3.90
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     3.88
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      3.84
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     3.84
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    3.82
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               3.80
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     3.78
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         3.78
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   3.76
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       3.76
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     3.74
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                           3.74
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    3.72
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        3.72
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               3.72
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             3.66
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      3.66
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  3.64
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  3.64
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            3.63
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.58
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                3.58
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           3.56
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    3.48
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.48
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          3.21
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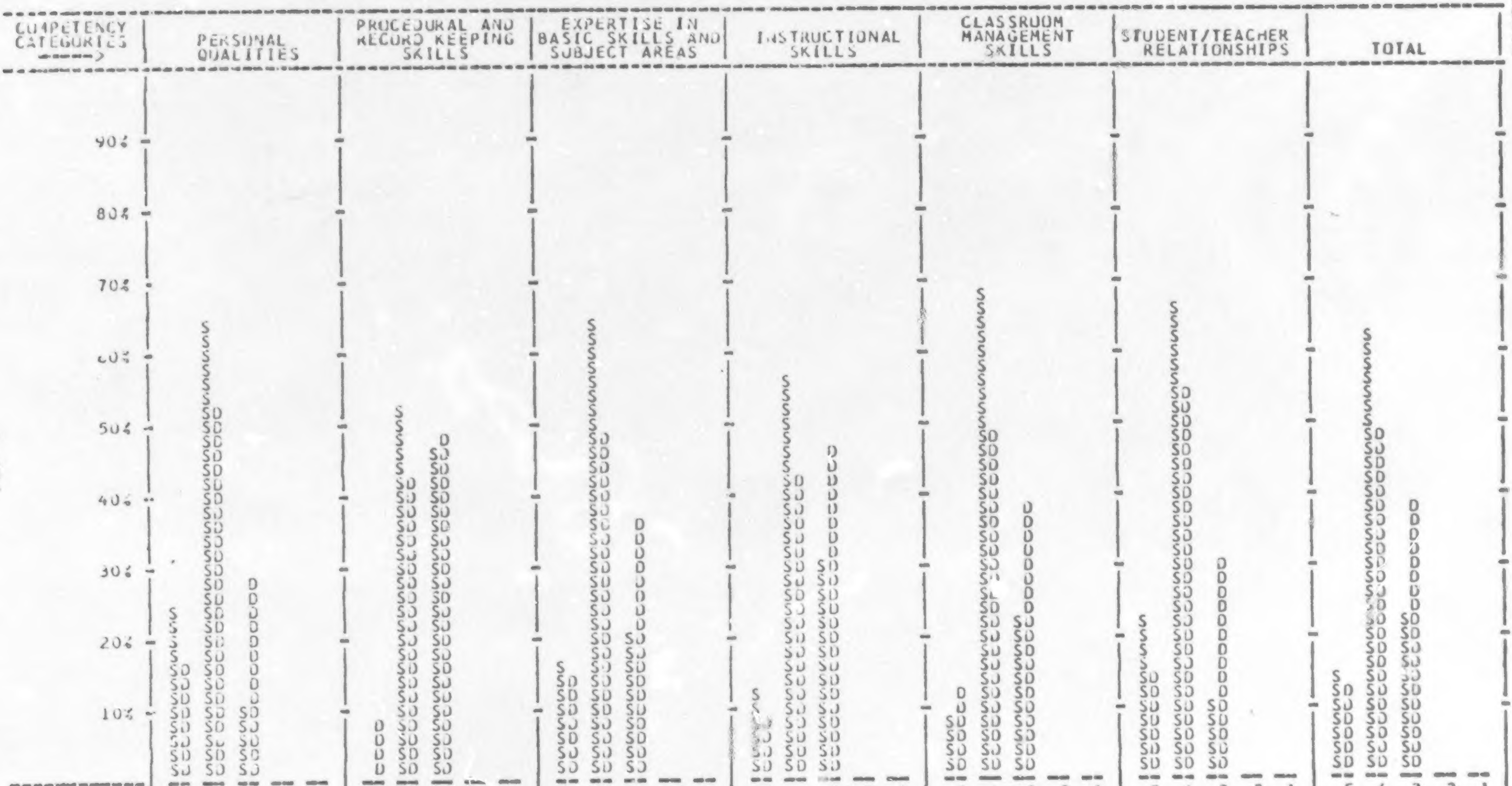
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR DISTRIBUTIVE ED. (SR H1) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	3	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	24	64	11	0	0	0	53	47	0	0	16	64	20	0	0	12	57	31	0	0	8	69	23	0	0	22	67	11	0	0	15	63	22	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 05

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN DISTRIBUTIVE ED. (SR HI)
(NUMBER OF TEACHERS RATED = 005)

L-397

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		11	29	5			
1. IS PUNCTUAL	3.8			4	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		2	2	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		1	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	3	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			5				
6. SHOWS ENTHUSIASM FOR WORK	4.4		2	3				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		2	2	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0		1	3	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		2	3				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5			8	7			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			3	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			2	3			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6			3	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		4	16	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	3	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6			3	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		2	2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0		1	3	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			5				
IIB. INSTRUCTIONAL SKILLS	3.8	2	7	33	18			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	2	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	3	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6			3	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8			4	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			2	3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	3	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.4		2	3				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		1	2	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.8		1	2	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0			5				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	1		3	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	1		1	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8	1	3	27	9			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		1	3	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8			4	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			5				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			5				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	3	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			3	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		1	2	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	1		2	2			
III. STUDENT/TEACHER RELATIONSHIPS	4.1		10	30	5			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		1	3	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			5				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.2		1	4				
4. TREATS STUDENTS IMPARTIALLY	4.2		1	4				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	3	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.4		2	3				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	3	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.4		2	3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.8		1	2	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF DISTRIBUTIVE ED. (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 005)

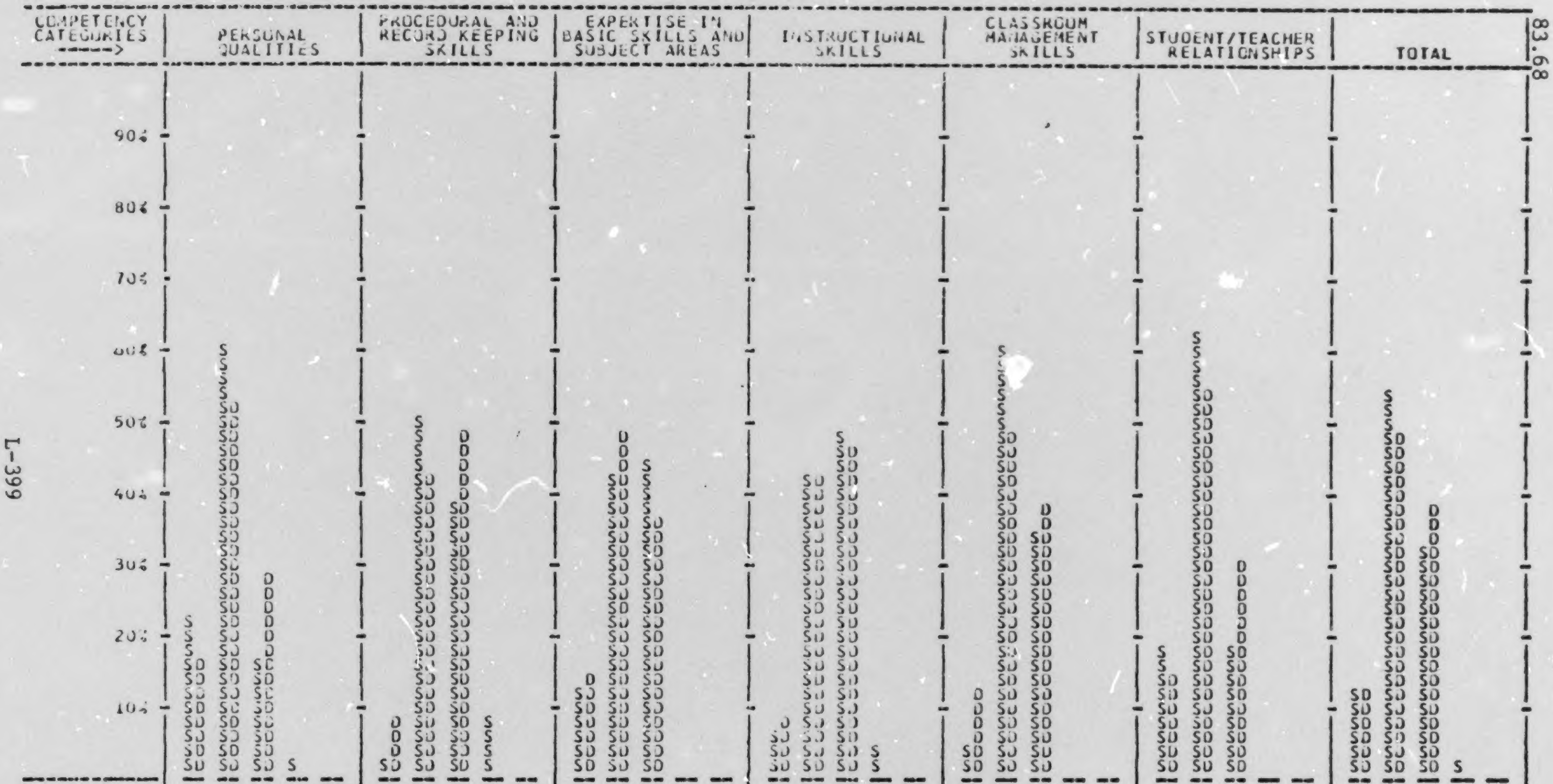
	MEAN RATING
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.40
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.40
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.40
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.40
IA6. SHOWS ENTHUSIASM FOR WORK	4.40
III4. TREATS STUDENTS IMPARTIALLY	4.20
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.20
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.20
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.20
IA3. EXHIBITS POISE AND SELF-CONTROL	4.20
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.20
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.00
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.80
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.80
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.80
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.80
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.80
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.80
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.80
IA1. IS PUNCTUAL	3.80
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.75
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.60
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.60
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.60
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.60
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.60
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.40
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.40
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR INDUST-VOC/AGRICULTURE (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

L-399

83.68



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	22	60	16	2	0	3	50	39	8	0	13	42	45	0	0	6	43	48	4	0	5	61	34	0	0	19	63	18	1	0	12	54	32	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 12

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN INDUST-VOC/AGRICULTURE (SR HI)
(NUMBER OF TEACHERS RATED = 012)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		24	65	17	2		
1. IS PUNCTUAL	3.8		2	6	3	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.2		2	10				
3. EXHIBITS POISE AND SELF-CONTROL	4.0		3	6	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		4	6	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		1	9	2			
6. SHOWS ENTHUSIASM FOR WORK	4.3		4	8				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		3	9				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		2	6	3	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		3	5	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		1	18	14	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			7	4	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		1	6	3	2		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.4			5	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		8	25	27			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	4	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5			6	6			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		6	4	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			7	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5		1	4	7			
IIB. INSTRUCTIONAL SKILLS	3.5	2	8	61	68	5		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			5	7			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8		1	8	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6		1	6	4	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			7	5			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			5	6	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		3	6	2	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.4			5	7			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3		1	3	7	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			4	7	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.6		1	5	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1	4	7			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3	2		3	7			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		5	57	32			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		1	7	4			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		1	7	4			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.7			8	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			6	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		1	8	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		2	6	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8			10	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			5	6			1
III. STUDENT/TEACHER RELATIONSHIPS	4.0		20	68	19	1		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		3	8	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		3	6	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		2	8	2			
4. TREATS STUDENTS IMPARTIALLY	4.1		3	7	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		2	8	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		2	8	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	10	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		3	7	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.6		1	6	4	1		

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF INDUST-VOC/AGRICULTURE (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 012)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.33
IA6.	SHOWS ENTHUSIASM FOR WORK	4.33
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.17
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.17
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.17
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.08
III4.	TREATS STUDENTS IMPARTIALLY	4.08
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.92
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.92
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.92
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.91
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.83
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.83
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.83
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.75
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.75
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.75
IA1.	IS PUNCTUAL	3.75
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.67
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.58
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.58
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.58
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.58
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.58
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.45
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.42
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.42
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.42
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.33
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.30
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.25

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HOMEMAKING (SB HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

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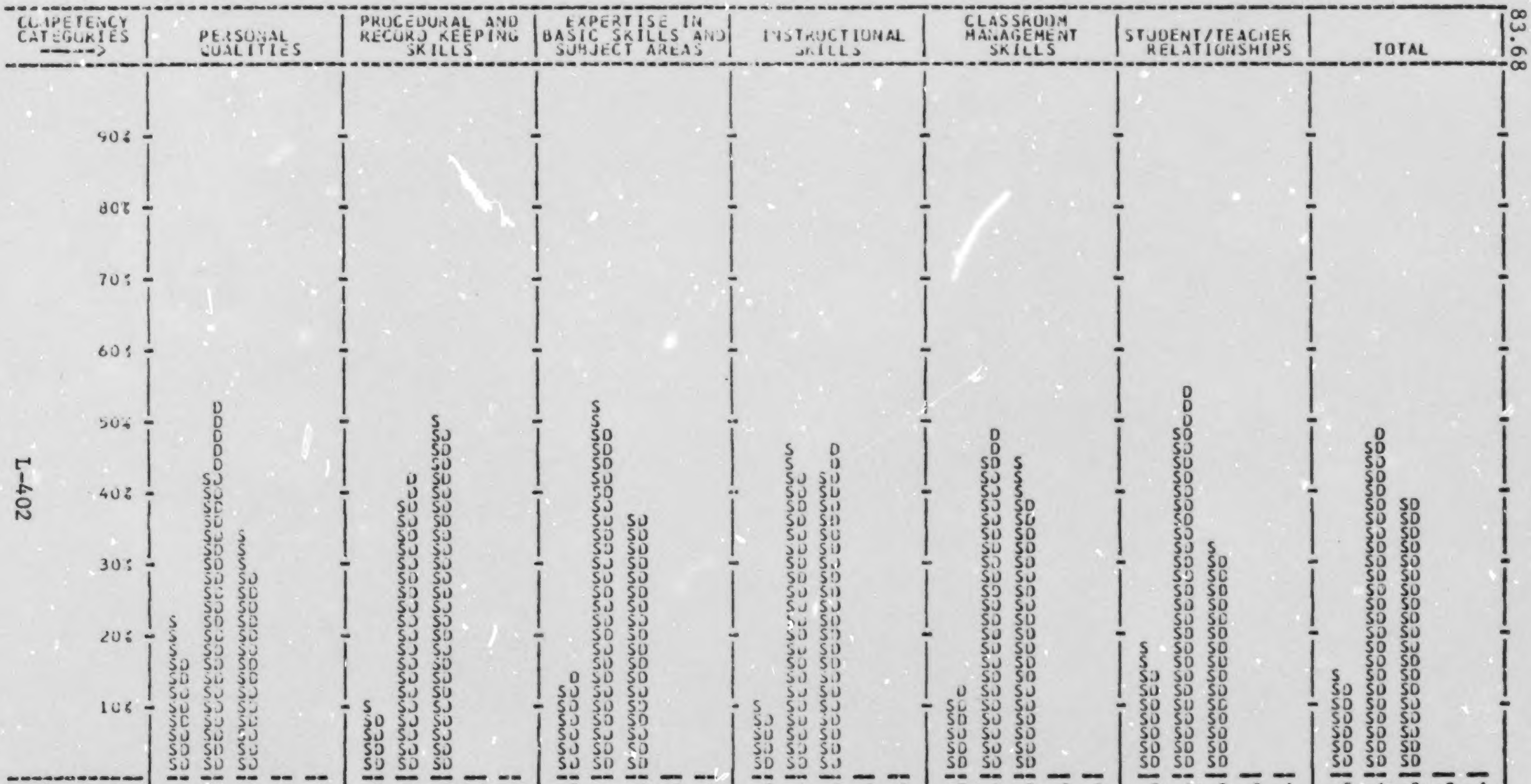
L-402



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	22	43	35	0	0	11	33	51	0	0	12	52	36	0	0	10	47	43	1	0	10	44	45	1	0	19	49	33	0	0	14	46	39	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 15

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SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN HOMEMAKING (SR HI)
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		30	58	47			
1. IS PUNCTUAL	3.9		3	7	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		3	6	6			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		5	6	4			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		4	7	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		1	8	6			
6. SHOWS ENTHUSIASM FOR WORK	3.9		4	6	5			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		3	7	5			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		1	6	8			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		6	5	4			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		5	17	23			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		2	6	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		1	5	9			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		2	6	7			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	2	9	38	26			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		1	7	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	2	1	5	7			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.1		3	10	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7		1	8	6			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.9		3	8	4			
IIB. INSTRUCTIONAL SKILLS	3.7	5	17	82	75	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		2	8	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		2	6	7			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		2	7	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		2	7	6			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5		2	5	7	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	8	5			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8		2	8	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		2	7	6			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			8	7			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	1	1	4	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	2		8	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	2		6	7			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6	1	12	52	54	1		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		3	6	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		1	8	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		2	3	10			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	6	8			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.9		1	11	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5		1	6	8			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		2	7	6			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4	1	1	5	7	1		
III. STUDENT/TEACHER RELATIONSHIPS	3.9		25	66	44			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7		2	7	6			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	8	6			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		3	6	6			
4. TREATS STUDENTS IMPARTIALLY	3.9		3	7	5			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		3	8	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.9		3	8	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		2	8	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		5	4	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	10	2			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HOMEMAKING                        (SR HI)         MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 015)                      RATING
                                                                 ------
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          4.13
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      4.07
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.07
 IA3. EXHIBITS POISE AND SELF-CONTROL                              4.07
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      3.93
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      3.93
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        3.93
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       3.93
 IA6. SHOWS ENTHUSIASM FOR WORK                                    3.93
III4. TREATS STUDENTS IMPARTIALLY                                  3.87
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  3.87
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        3.87
 IA1. IS PUNCTUAL                                                  3.87
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.80
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 3.80
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.80
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.80
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       3.80
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.80
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           3.80
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     3.73
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.73
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.73
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         3.73
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        3.73
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          3.67
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.67
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         3.67
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       3.67
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.67
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.67
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.67
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.62
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    3.60
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.54
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.53
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.53
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.53
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              3.53
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                             3.53
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.47
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.47
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.46
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      3.43
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.43
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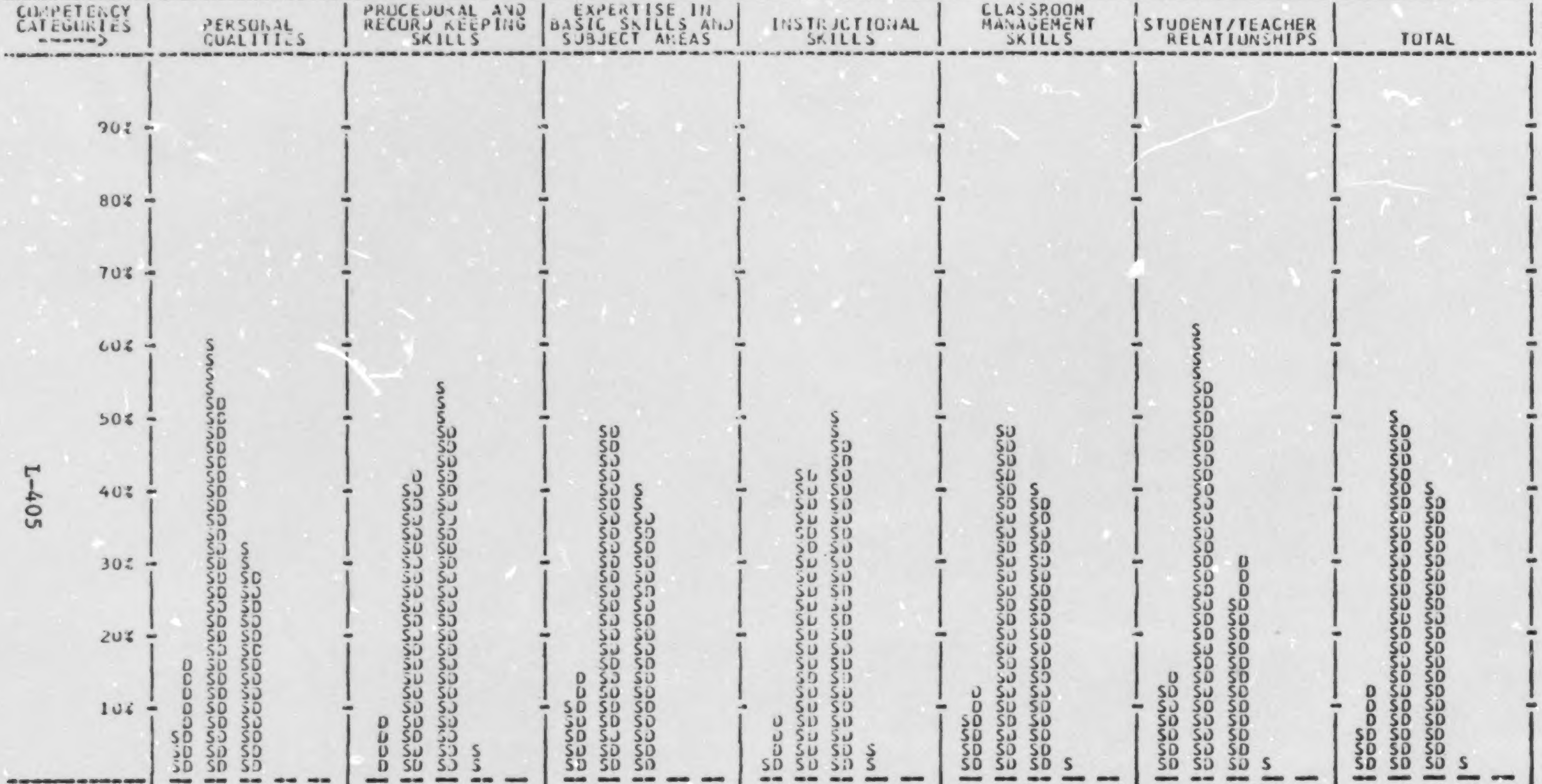
L-404

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR INDUSTRIAL ARTS (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-405



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	7	60	33	0	0	0	41	54	5	0	11	48	41	0	0	3	42	51	4	0	9	48	41	2	0	12	62	25	2	0	7	51	40	2	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 13

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN INDUSTRIAL ARTS (SR HI)
(NUMBER OF TEACHERS RATED = 013)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		8	70	38			
1. IS PUNCTUAL	3.7		1	7	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		1	9	3			
3. EXHIBITS POISE AND SELF-CONTROL	3.8			10	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7			8	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		2	6	5			
6. SHOWS ENTHUSIASM FOR WORK	3.8		2	7	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.8		1	9	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.6		1	6	6			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.6			8	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			16	21	2		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6			8	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.2			4	8	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.2			4	8	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		7	31	26			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.4			5	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7		1	6	5			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.2		5	5	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			9	4			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		1	6	6			
IIB. INSTRUCTIONAL SKILLS	3.4		5	65	80	6		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			8	4	1		
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.5			8	4	1		
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5		1	6	5	1		
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		1	4	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.3			5	7	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		2	7	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			7	6			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.4		1	4	7	1		
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.2			4	8	1		
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5			6	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.2			3	10			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.2			3	10			
IIC. CLASSROOM MANAGEMENT SKILLS	3.6		9	49	42	2		2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.8		2	6	5			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		2	6	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5		1	6	5	1		
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			7	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.8		2	6	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			6	7			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		1	8	4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		1	4	5	1		2
III. STUDENT/TEACHER RELATIONSHIPS	3.8		14	72	29	2		
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		2	6	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		1	10	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		2	9	2			
4. TREATS STUDENTS IMPARTIALLY	3.8		1	8	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.8		1	8	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		1	7	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		2	7	3	1		
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		2	8	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		2	9	1	1		

83.68

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF INDUSTRIAL ARTS (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 013)

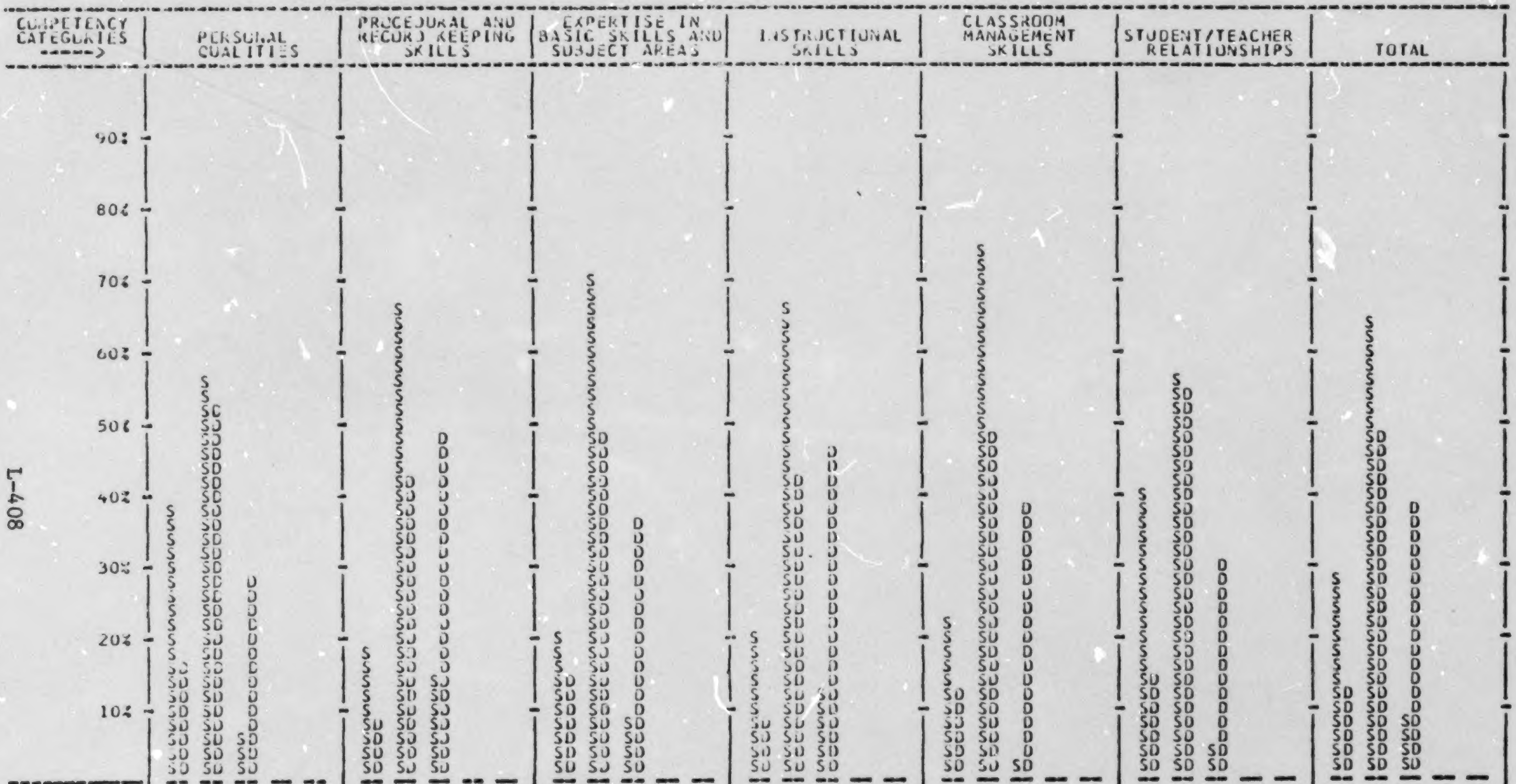
		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.15
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.92
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.92
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.92
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.85
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.85
IA6.	SHOWS ENTHUSIASM FOR WORK	3.85
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.85
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.77
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.77
III4.	TREATS STUDENTS IMPARTIALLY	3.77
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.77
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.77
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.77
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.77
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.77
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.77
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.77
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.69
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.69
IA1.	IS PUNCTUAL	3.69
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.67
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.67
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.62
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.62
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.62
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.62
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.54
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.54
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.54
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.54
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.54
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.54
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.46
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.46
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.46
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.45
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.38
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.38
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.31
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.23
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.23
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.23
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.23
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.23

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR OFFICE-VOE (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

L-408



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	33	56	6	0	0	19	67	14	0	0	20	71	9	0	0	20	67	13	0	0	23	75	2	0	0	40	56	5	0	0	28	64	8	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 07

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN OFFICE-VOE (SK HI)
(NUMBER OF TEACHERS RATED = 007)

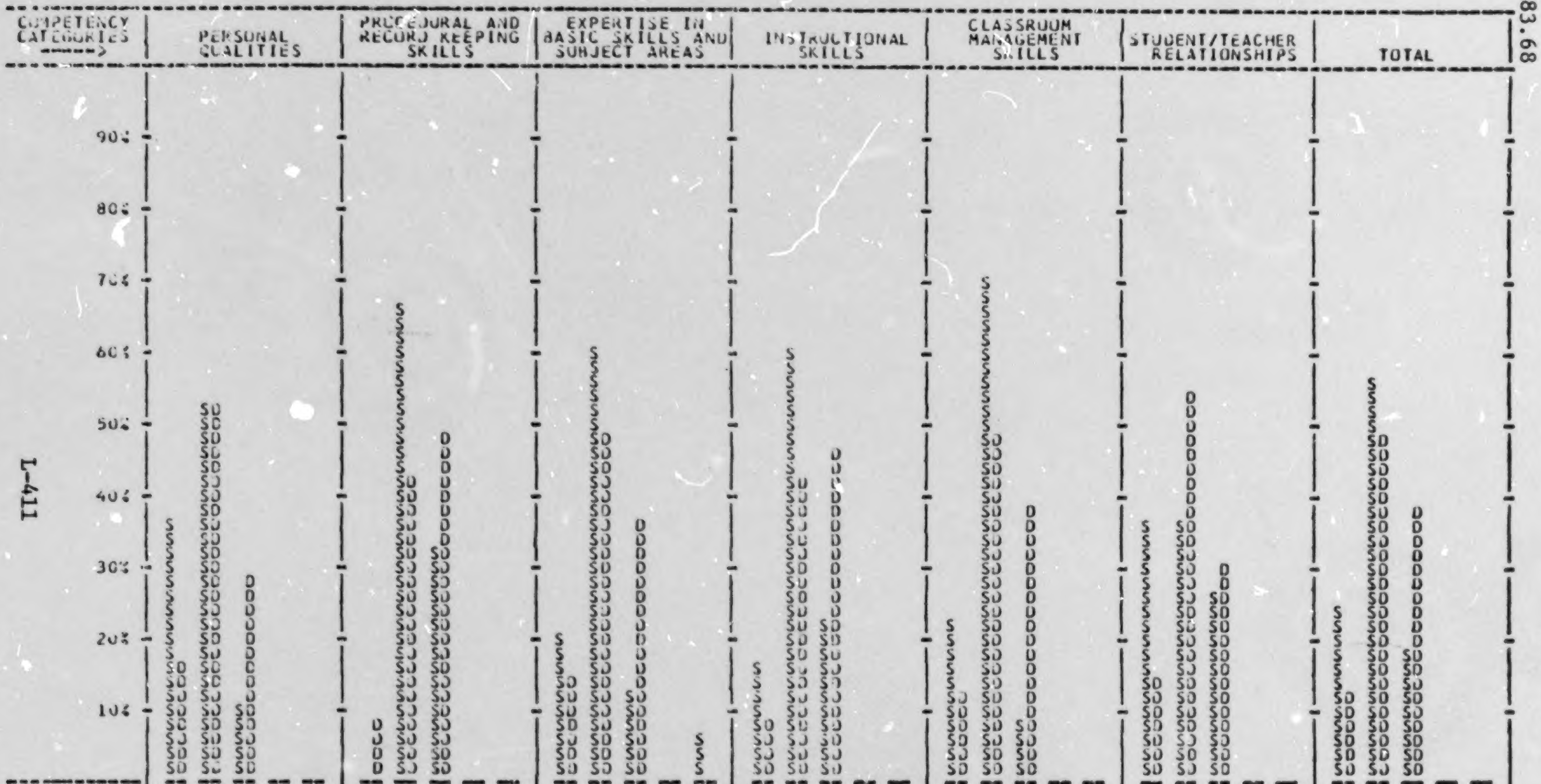
	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		24	35	4			
1. IS PUNCTUAL	4.1		2	4	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9			6	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.4		3	4				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.9		6	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		2	5				
6. SHOWS ENTHUSIASM FOR WORK	4.4		3	4				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		2	5				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.4		4	2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		2	4	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		4	14	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0		1	5	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		2	4	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1	5	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.1		7	25	3			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		1	5	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7			5	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.4		3	4				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		1	6				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.3		2	5				
IIB. INSTRUCTIONAL SKILLS	4.1		17	56	11			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9			6	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.3		2	5				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.4		3	4				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.3		2	5				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.1		1	6				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9			6	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		2	5				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		2	4	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		1	3	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		1	5	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.1		2	4	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.7		1	3	3			
IIC. CLASSROOM MANAGEMENT SKILLS	4.2		13	42	1			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.4		3	4				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		1	6				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.1		1	6				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.1		1	6				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			7				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		1	6				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.6		4	3				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.1		2	4	1			
III. STUDENT/TEACHER RELATIONSHIPS	4.3		25	35	3			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		3	4				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		3	2	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		2	5				
4. TREATS STUDENTS IMPARTIALLY	4.4		3	4				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		2	4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		2	5				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		1	6				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.6		4	3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.7		5	2				

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF OFFICE-VOE (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 007)

		MEAN RATING
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.86
IID9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.71
IID8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.57
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.57
IID4.	TREATS STUDENTS IMPARTIALLY	4.43
IID1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.43
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.43
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.43
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.43
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.43
IA6.	SHOWS ENTHUSIASM FOR WORK	4.43
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.43
IID6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.29
IID3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.29
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.29
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.29
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.29
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.29
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.29
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.29
IID7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.14
IID5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.14
IID2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.14
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.14
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.14
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.14
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.14
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.14
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.14
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.14
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.14
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.14
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.14
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.14
IA1.	IS PUNCTUAL	4.14
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.86
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.86
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.86
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.71
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.71
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.71

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HEALTH/CO-OP (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
ATSC :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	37	52	11	0	0	0	67	33	0	0	20	60	13	0	7	17	60	23	0	0	22	70	9	0	0	37	37	26	0	0	25	56	18	0	1

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 03

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN HEALTH/CO-OP (SR HI)
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		10	14	3			
1. IS PUNCTUAL	3.7			2	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		2		1			
3. EXHIBITS POISE AND SELF-CONTROL	4.7		2	1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.7		2	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		1	2				
6. SHOWS ENTHUSIASM FOR WORK	4.3		1	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			3				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	1	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7			6	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			2	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7			2	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			2	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9		3	9	2		1	
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		1	2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	2.7			1	1		1	
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.3		1	2				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1	1	1			
IIB. INSTRUCTIONAL SKILLS	3.9	1	6	21	8			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.7			2	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		1	1	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.7		2	1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			3				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0		1	1	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	1	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			3				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			3				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7			2	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0		1	1	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			2	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5	1		1	1			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1	1	5	16	2			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.7		2	1				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0		1	1	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.3		1	2				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			3				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.7			2	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			3				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		1	2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0	1		2				
III. STUDENT/TEACHER RELATIONSHIPS	4.1		10	10	7			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		1	1	1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		1	2				
4. TREATS STUDENTS IMPARTIALLY	4.3		2		1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		1	1	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		1	1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	1	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		2		1			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		1	1	1			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF HEALTH/CO-OP (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 003)

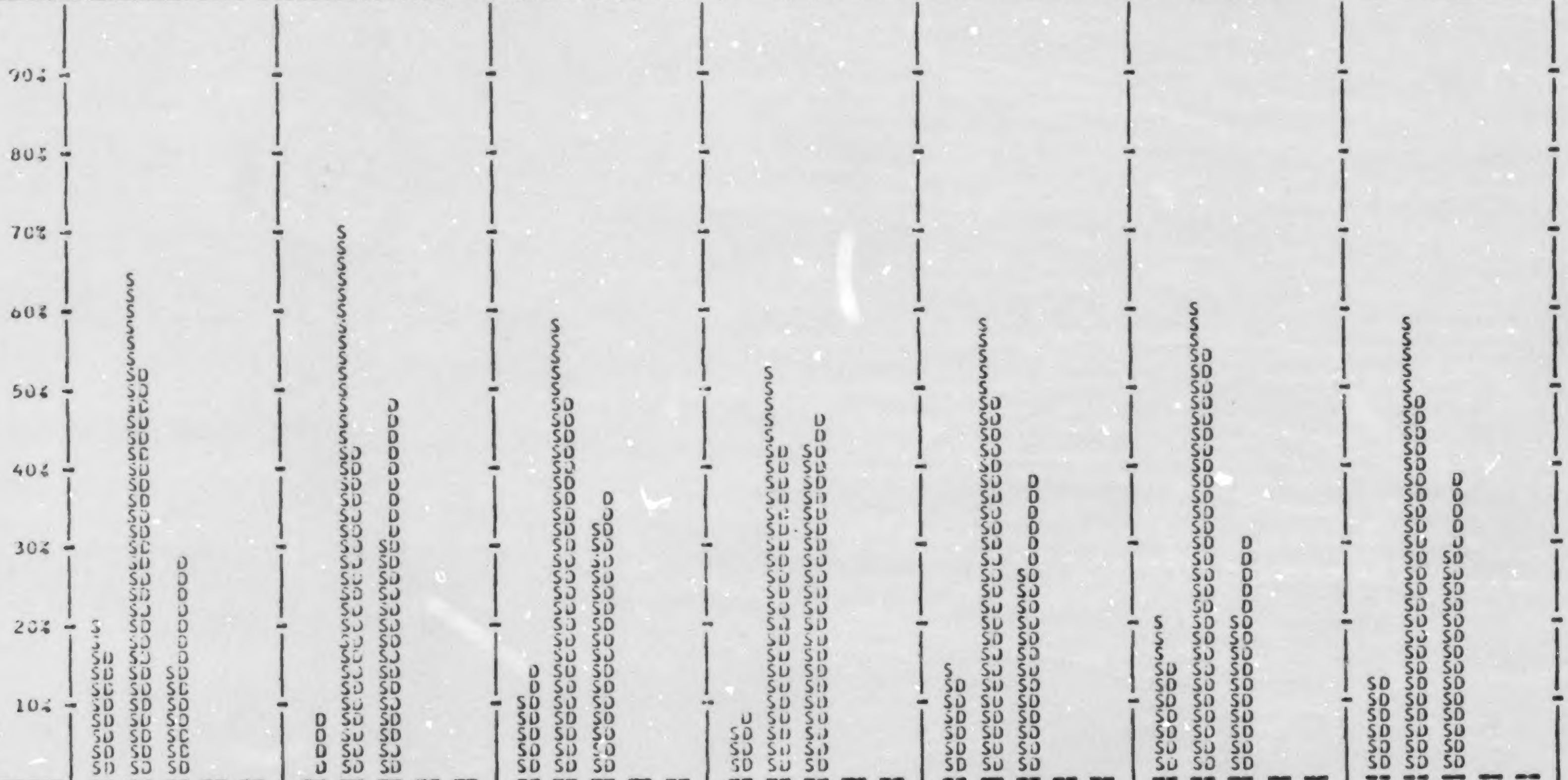
	MEAN RATING
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.67
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.67
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.67
IA3. EXHIBITS POISE AND SELF-CONTROL	4.67
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.33
III4. TREATS STUDENTS IMPARTIALLY	4.33
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.33
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.33
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.33
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.33
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.33
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.33
IA6. SHOWS ENTHUSIASM FOR WORK	4.33
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.33
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.33
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.00
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.00
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.00
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8. DEMONSTRATES PROFESSIONAL GROWTH	4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.67
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.67
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.67
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.67
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.67
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.67
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.67
IA1. IS PUNCTUAL	3.67
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	2.67

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR CVAE (SB HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68

I-414



COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	20	64	14	1	0	0	70	30	0	0	10	58	32	0	0	6	53	42	0	0	15	58	27	0	0	20	60	20	0	0	13	59	28	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 10

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN CVAE (SR HI)
(NUMBER OF TEACHERS RATED = 010)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		18	58	13	1		
1. IS PUNCTUAL	3.8		1	6	3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.1		2	7	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		1	9				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		3	6	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		1	6	1			
6. SHOWS ENTHUSIASM FOR WORK	4.1		2	7	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9		1	7	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.8		3	3	3	1		
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		4	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.7			21	9			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8			8	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6			6	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7			7	3			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8		5	29	16			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		2	4	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6		1	4	5			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0		2	6	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9			9	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6			6	4			
IIB. INSTRUCTIONAL SKILLS	3.6		7	63	50			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	6	3			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		2	5	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7			7	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			6	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6			6	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		3	4	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.8			8	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			6	4			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			5	5			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			4	6			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4		1	2	7			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			4	6			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9		12	46	21			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		3	7				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		1	7	2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			6	4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			5	5			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		2	6	2			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		2	5	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		2	7	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8		2	3	4			1
III. STUDENT/TEACHER RELATIONSHIPS	4.0		18	54	18			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		2	7	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.8			8	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		2	6	2			
4. TREATS STUDENTS IMPARTIALLY	4.0		2	6	2			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		3	4	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		4	4	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		1	7	2			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		1	7	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		3	5	2			

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF CVAE (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 010)

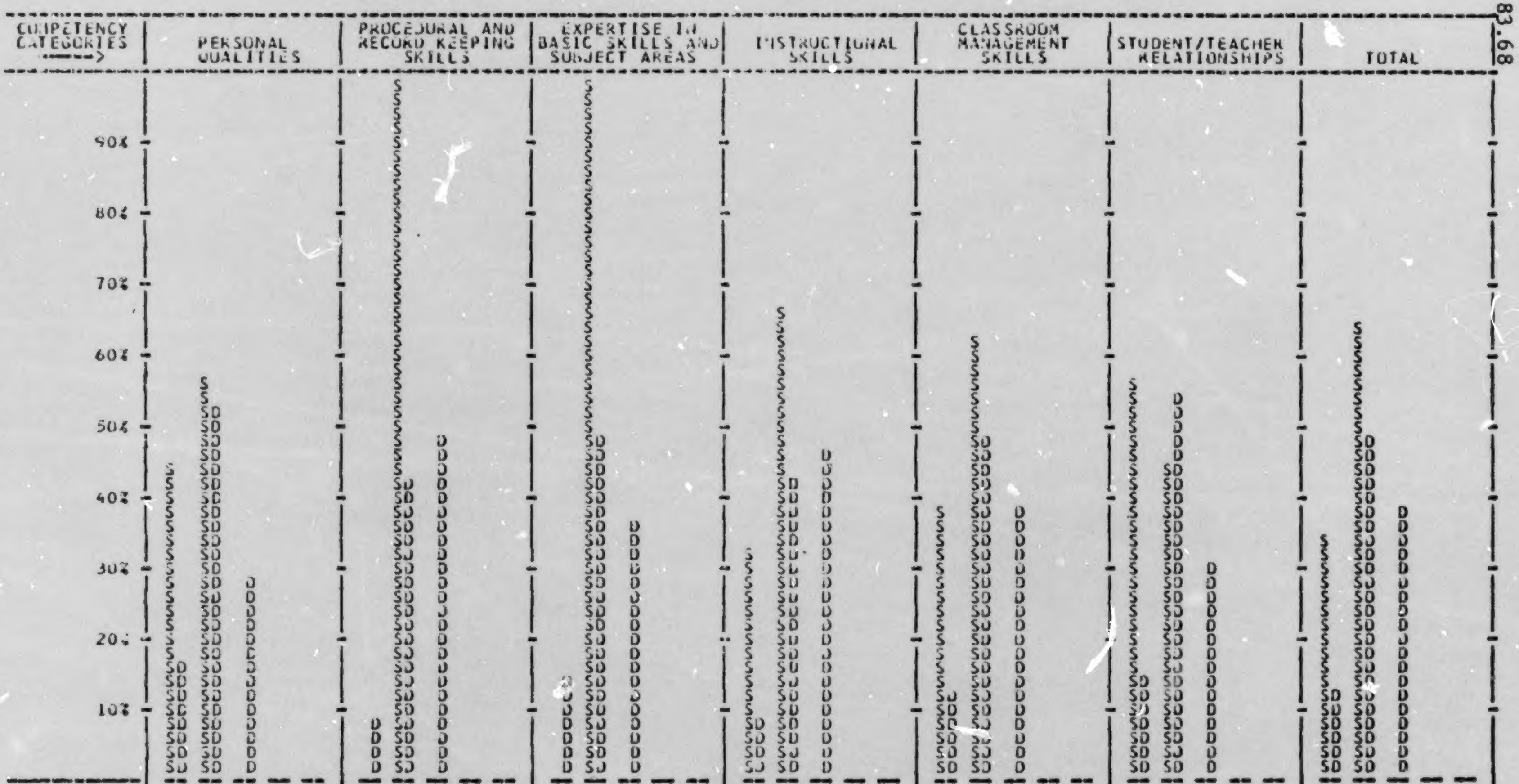
	MEAN RATING
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.30
IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.30
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.20
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.20
III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.10
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.10
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.10
IA6. SHOWS ENTHUSIASM FOR WORK	4.10
IA3. EXHIBITS POISE AND SELF-CONTROL	4.10
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.10
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4. TREATS STUDENTS IMPARTIALLY	4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.90
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.90
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.90
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.90
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.90
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.90
IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.90
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.80
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.80
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.80
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.80
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.80
IA8. DEMONSTRATES PROFESSIONAL GROWTH	3.80
IA1. IS PUNCTUAL	3.80
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.78
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.70
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.70
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.60
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.60
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.60
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.60
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.60
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.60
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.60
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.40
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.40
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.40

I-416

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR UNKNOWN JOB DESCRIP (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.

83.68



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	53	23	1	0	8	43	48	1	0	15	48	36	0	0	8	43	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	[illegible]	[illegible]	0
SUBJECT:	44	56	0	0	0	0	100	0	0	0	0	100	0	0	0	33	67	0	0	0	38	63	0	0	0	56	44	0	0	0	35	65	0	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 01

679 680

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SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN  UNKNOWN JOB DESCRIPTION       (SR HI)                               INSUFF   OUT-              GOOD/   MINIM    UNAC-   NOT
(NUMBER OF TEACHERS RATED = 001)                                             MEAN    INFO    STAND   STRONG   EXPECT  ACCEPT   CEPT   APPLIC
                                                                                       X       5        4        3       2        1       0
                                                                            ------  ------  ------  ------   ------  ------   ------  ------
IA. PERSONAL QUALITIES                                                        4.4              4       5
   1. IS PUNCTUAL                                                             4.0                      1
   2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                      4.0                      1
   3. EXHIBITS POISE AND SELF-CONTROL                                         4.0                      1
   4. PRESENTS AN EFFECTIVE ROLE MODEL                                        4.0                      1
   5. USES COMMON SENSE/BEHAVES REALISTICALLY                                 5.0              1
   6. SHOWS ENTHUSIASM FOR WORK                                               5.0              1
   7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                                   5.0              1
   8. DEMONSTRATES PROFESSIONAL GROWTH                                        4.0                      1
   9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS                        5.0              1

IB. PROCEDURAL AND RECORDKEEPING SKILLS                                       4.0                      3
   1. COMPLIES WITH ALL POLICIES AND PROCEDURES                               4.0                      1
   2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE                   4.0                      1
   3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                                  4.0                      1

IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS                              4.0                      5
   1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                               4.0                      1
   2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                       4.0                      1
   3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT                    4.0                      1
   4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION                  4.0                      1
   5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM                  4.0                      1

IIB. INSTRUCTIONAL SKILLS                                                     4.3              4       9
   1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                             4.0                      1
   2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES                    5.0              1
   3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES                  4.0                      1
   4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT                    4.0                      1
   5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                         4.0                      1
   6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM                  4.0                      1
   7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU                  4.0                      1
   8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING                 4.0                      1
   9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                            4.0                      1
  10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG                  5.0              1
  11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY                           5.0              1
  12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS                 5.0              1

IIC. CLASSROOM MANAGEMENT SKILLS                                              4.4              3       5
   1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG                 4.0                      1
   2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS                   4.0                      1
   3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                         4.0                      1
   4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                        4.0                      1
   5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                             5.0              1
   6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                               5.0              1
   7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                            5.0              1
   8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK                 4.0                      1

III. STUDENT/TEACHER RELATIONSHIPS                                            4.6              5       4
   1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                                5.0              1
   2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS                     5.0              1
   3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                            4.0                      1
   4. TREATS STUDENTS IMPARTIALLY                                             4.0                      1
   5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS                   5.0              1
   6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST                 5.0              1
   7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS                    5.0              1
   8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP                4.0                      1
   9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING                 4.0                      1
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COMPETENCIES BY RANK ORDER
FOR TEACHERS OF  UNKNOWN JOB DESCRIPTION        (SR HI)             MEAN
IN 1983-84 (NUMBER OF TEACHERS RATED = 001)                        RATING
                                                                   ------
  III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         5.00
  III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      5.00
  III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        5.00
  III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          5.00
  III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     5.00
  IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 5.00
  IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    5.00
  IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  5.00
 IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      5.00
 IIB11. INTERPRETS CRN TESTS AND EVALUATION ACCURATELY               5.00
 IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       5.00
  IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         5.00
   IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          5.00
   IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        5.00
   IA6. SHOWS ENTHUSIASM FOR WORK                                    5.00
   IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      5.00
  III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      4.00
  III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.00
  III4. TREATS STUDENTS IMPARTIALLY                                  4.00
  III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.00
  IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      4.00
  IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             4.00
  IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              4.00
  IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        4.00
  IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      4.00
  IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 4.00
  IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      4.00
  IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       4.00
  IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       4.00
  IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              4.00
  IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         4.00
  IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        4.00
  IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  4.00
  IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       4.00
  IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       4.00
  IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.00
  IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            4.00
  IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.00
   IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       4.00
   IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        4.00
   IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    4.00
   IA8. DEMONSTRATES PROFESSIONAL GROWTH                             4.00
   IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.00
   IA3. EXHIBITS POISE AND SELF-CONTROL                              4.00
   IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           4.00
   IA1. IS PUNCTUAL                                                  4.00
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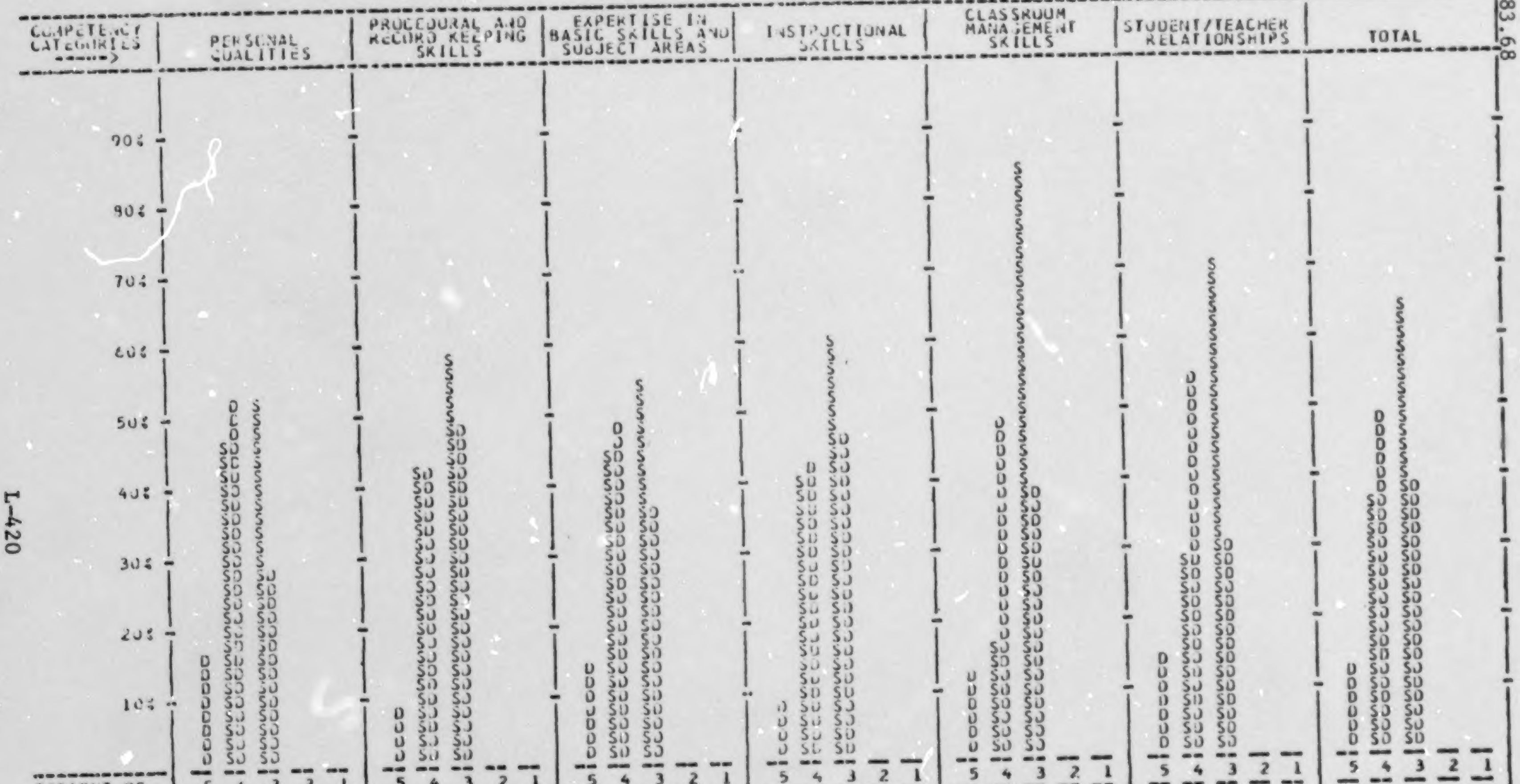
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR DRIVER EDUCATION (SR HI) (JULY 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SECONDARY TEACHERS; "S" SHOWS THIS SUBJECT ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISC :	17	53	29	1	0	8	43	48	1	0	15	48	36	0	0	8	45	47	1	0	12	48	39	1	0	14	54	31	1	0	13	49	38	1	0
SUBJECT:	0	47	53	0	0	0	42	58	0	0	0	45	55	0	0	0	40	60	0	0	0	16	84	0	0	0	29	71	0	0	0	36	64	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED= 04

SUMMARY OF TEACHER EVALUATION RATINGS IN 1983-84
FOR TEACHERS IN DRIVER EDUCATION (SR HI)
(NUMBER OF TEACHERS RATED = 004)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5			17	19			
1. IS PUNCTUAL	3.3			3	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			2	2			
3. EXHIBITS POISE AND SELF-CONTROL	3.8			3	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5			2	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.3			1	3			
6. SHOWS ENTHUSIASM FOR WORK	3.8			3	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.3			1	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.3			1	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.3			1	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.4			5	7			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			1	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			2	2			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			2	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5			9	11			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			1	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				4			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			4				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			2	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			2	2			
IIB. INSTRUCTIONAL SKILLS	3.4			19	29			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			2	2			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.8			3	1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			2	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			2	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			2	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.3			1	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			2	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.3			1	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	3			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.3			1	3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			1	3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			1	3			
IIC. CLASSROOM MANAGEMENT SKILLS	3.2			5	26			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.3			1	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.3			1	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				4			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.3			1	3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.3			1	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.0				4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.0				4			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	2			1
III. STUDENT/TEACHER RELATIONSHIPS	3.3			10	25			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.5			2	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.5			2	2			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.3			1	3			
4. TREATS STUDENTS IMPARTIALLY	3.3			1	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.0				4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.3			1	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.3			1	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.5			2	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.0				3			1

83.68

I-421

687

686

COMPETENCIES BY RANK ORDER
FOR TEACHERS OF DRIVER EDUCATION (SR HI)
IN 1983-84 (NUMBER OF TEACHERS RATED = 004)

		MEAN RATING
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.75
IA6.	SHOWS ENTHUSIASM FOR WORK	3.75
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.75
IA1.	IS PUNCTUAL	3.75
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.50
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.50
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.50
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.50
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.50
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.33
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.25
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.25
III4.	TREATS STUDENTS IMPARTIALLY	3.25
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.25
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.25
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.25
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.25
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.25
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.25
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.25
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.25
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.25
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.25
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.25
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.25
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.25
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.25
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.25
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00

Professional Personnel Evaluation Summaries:

Special Program Teachers

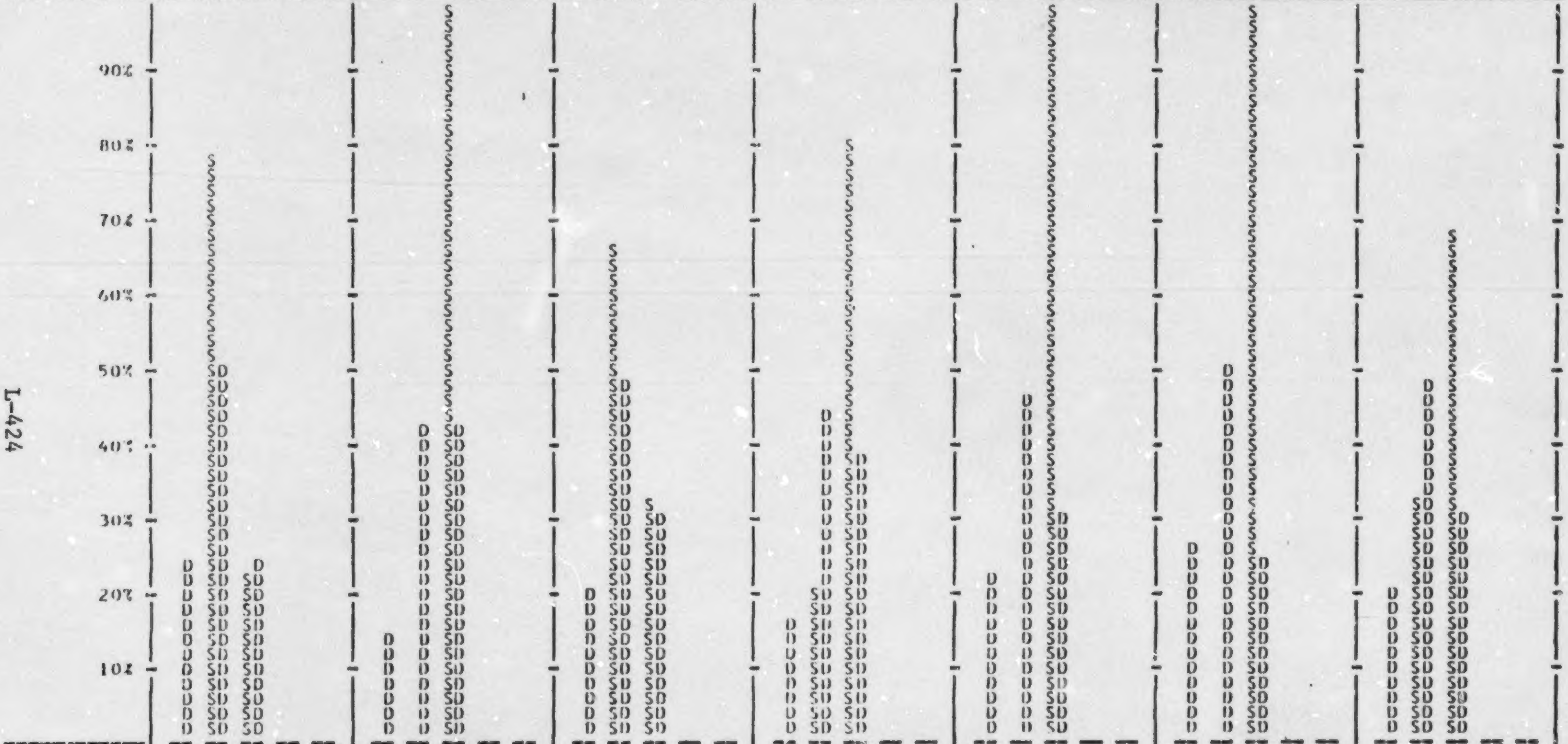
689

1983-84 SUMMARY OF TEACHER EVALUATIONS FOR HEARING HANDICAPPED (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-424



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	0	78	22	0	0	0	0	100	0	0	0	67	33	0	0	0	20	80	0	0	0	0	100	0	0	0	0	100	0	0	0	32	68	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 001

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT HEARING HANDICAPPED IN 1983-84
(NUMBER OF TEACHERS RATED = 001)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8			7	2			
1. IS PUNCTUAL	4.0			1				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			1				
3. EXHIBITS POISE AND SELF-CONTROL	4.0			1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.0				1			
6. SHOWS ENTHUSIASM FOR WORK	4.0			1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			1				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.0				1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7			2	1			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT								
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM								1
IIB. INSTRUCTIONAL SKILLS	3.2			1	4			7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				1			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES								1
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT								1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT								1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM								1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.0				1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING								1
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES								1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG								1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	4.0			1				
IIC. CLASSROOM MANAGEMENT SKILLS	3.0				3			5
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.0				1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS								1
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST								1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT								1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.0				1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.0				1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES								1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK								1
III. STUDENT/TEACHER RELATIONSHIPS	3.0				8			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.0				1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.0				1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.0				1			
4. TREATS STUDENTS IMPARTIALLY	3.0				1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.0				1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.0				1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.0				1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.0				1			
9. [illegible] FACILITATE INDIVIDUAL LEARNING								1

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L-425

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT HEARING HANDICAPPED IN 1983-84                         MEAN
(NUMBER OF TEACHERS RATED = 001)                                      RATING
                                                                      ------
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS         4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION          4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                       4.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS             4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                           4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                       4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                4.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                                 4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS              4.00
  IA1. IS PUNCTUAL                                                     4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM          3.67
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT            3.67
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                 3.50
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT            3.50
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES           3.50
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG          3.33
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                    3.33
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING         3.33
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM          3.33
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT                3.17
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                 3.17
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS           3.17
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING         3.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP         3.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS            3.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST         3.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS           3.00
 III4. TREATS STUDENTS IMPARTIALLY                                     3.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                    3.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS             3.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                        3.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK         3.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                    3.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                       3.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                     3.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG         3.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY                  3.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU          3.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES            3.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                     3.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS               3.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                          3.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE           3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                       3.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                                3.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                         3.00
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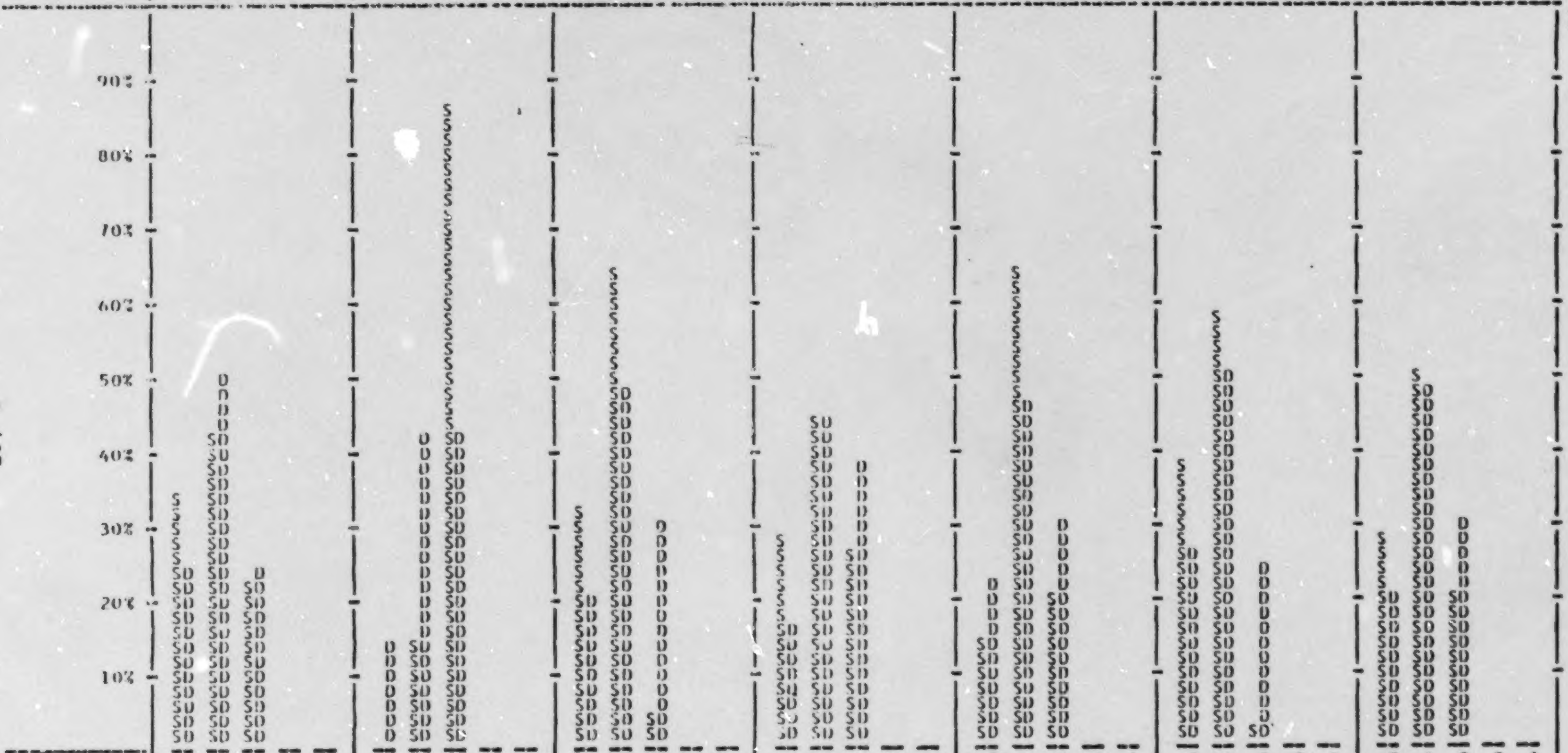
1983-84 SUMMARY OF TEACHER EVALUATIONS FOR TALENTED YOUTH

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.



COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL:	35	43	22	0	0	0	14	86	0	0	32	64	4	0	0	28	45	27	0	0	14	64	21	0	0	38	59	3	0	0	29	50	21	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 007

83.68

L-428

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT TALENTED YOUTH IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.1		22	27	14			
1. IS PUNCTUAL	3.0				7			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.0				7			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		2	5				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			7				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.6		4	3				
6. SHOWS ENTHUSIASM FOR WORK	5.0		7					
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE,	4.9		6	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			7				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.4		3	4				
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.1			2	12			7
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.3			1	3			3
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.3			1	2			4
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	4.3		8	16	1			10
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		1	6				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.5		1	1				5
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.6		4	3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		1	6				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0		1		1			5
IIB._INSTRUCTIONAL_SKILLS	4.0		19	30	18			17
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.8		1	3	2			1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		1	4				2
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		3	3	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.1		3	2	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		1	3	2			1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		1	3	1			2
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		1	4	1			1
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		3	3	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	4.6		4	3				
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.2			1	4			2
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5		1		3			3
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			1	1			5
IIC._CLASSROOM_MANAGEMENT_SKILLS	3.9		4	18	6			28
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.2		1	5				1
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.0				1			6
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			1				6
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			2				5
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		2	4	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.4			2	3			2
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		1	4	1			1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK								7
III._STUDENT/TEACHER_RELATIONSHIPS	4.3		22	34	2			5
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		3	3				1
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		1	5				1
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8			5	1			1
4. TREATS STUDENTS IMPARTIALLY	3.8			5	1			1
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.6		4	3				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		2	5				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.4		3	4				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		5	2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.7		4	2				

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT TALENTED YOUTH IN 1983-84                          MEAN
(NUMBER OF TEACHERS RATED = 007)                                  RATING
                                                                  ------
  IA6. SHOWS ENTHUSIASM FOR WORK                                   5.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.86
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP     4.71
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING     4.67
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS       4.57
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                4.57
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        4.57
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     4.57
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                    4.50
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           4.50
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS        4.43
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.43
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST     4.29
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     4.29
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       4.29
  IA3. EXHIBITS POISE AND SELF-CONTROL                             4.29
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        4.20
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         4.17
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     4.17
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.14
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        4.14
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      4.14
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   4.14
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            4.00
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             4.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      4.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                            4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            4.00
 III4. TREATS STUDENTS IMPARTIALLY                                 3.83
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                3.93
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.93
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 3.83
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS     3.50
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY              3.50
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   3.40
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      3.33
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       3.25
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG      3.20
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.00
  IA1. IS PUNCTUAL                                                 3.00
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1983-84 SUMMARY OF TEACHER EVALUATIONS FOR TEENAGE PARENT (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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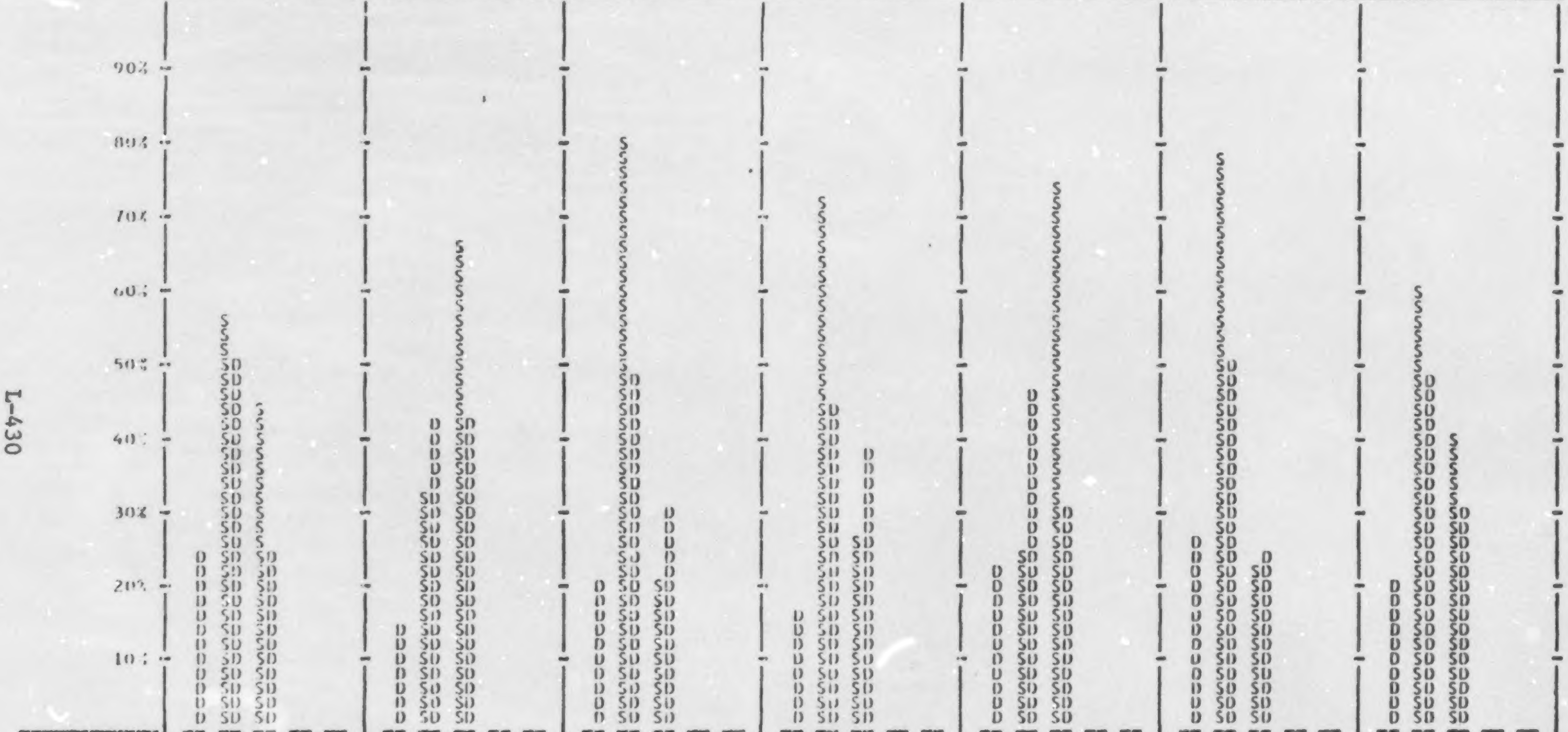

COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	25	50	25	1	0	14	42	43	1	0	21	49	30	0	0	16	45	38	1	0	22	47	31	1	0	26	50	24	0	0	21	48	31	1	0
SCHOOL :	0	56	44	0	0	0	33	67	0	0	0	80	20	0	0	0	73	27	0	0	0	25	75	0	0	0	78	22	0	0	0	60	40	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 001

SUMMARY OF TEACHER EVALUATION RATINGS
FOR TEACHERS AT TEENAGE PARENT CENTE IN 1983-84
(NUMBER OF TEACHERS RATED = 001)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6			5	4			
1. IS PUNCTUAL	3.0				1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			1				
3. EXHIBITS POISE AND SELF-CONTROL	3.0				1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.0				1			
6. SHOWS ENTHUSIASM FOR WORK	4.0			1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			1				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.0				1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			1	2			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0			1				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8			4	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			1				
IIB. INSTRUCTIONAL SKILLS	3.7			8	3			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			1				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			1				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.0				1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.0				1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0			1				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0			1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS								1
IIC. CLASSROOM MANAGEMENT SKILLS	3.3			2	6			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.0				1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.0				1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.0				1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.0				1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0			1				
III. STUDENT/TEACHER RELATIONSHIPS	3.8			7	2			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			1				
4. TREATS STUDENTS IMPARTIALLY	4.0			1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.0				1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			1				
9. DEVEL [illegible] THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.0				1			

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COMPETENCIES BY RANK ORDER
FOR TEACHERS AT TEENAGE PARENT CENTE IN 1983-84                  MEAN
(NUMBER OF TEACHERS RATED = 001)                                RATING
                                                                 ------
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.00
 III4. TREATS STUDENTS IMPARTIALLY                                4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK    4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     4.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM     4.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT            4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT       4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES      4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES       4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM     4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION     4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT       4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                  4.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                     4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                           4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                      4.00
  IA6. SHOWS ENTHUSIASM FOR WORK                                  4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                           4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS         4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.54
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    3.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       3.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES               3.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                  3.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT           3.00
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST            3.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS      3.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG    3.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES               3.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING    3.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU     3.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS          3.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE      3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                  3.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS        3.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                    3.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                            3.00
  IA1. IS PUNCTUAL                                                3.00
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Professional Personnel Evaluation Summaries:
Special Education Teachers, Counselors, Librarians

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL SPECIAL ED TEACHERS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES.
"D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS.

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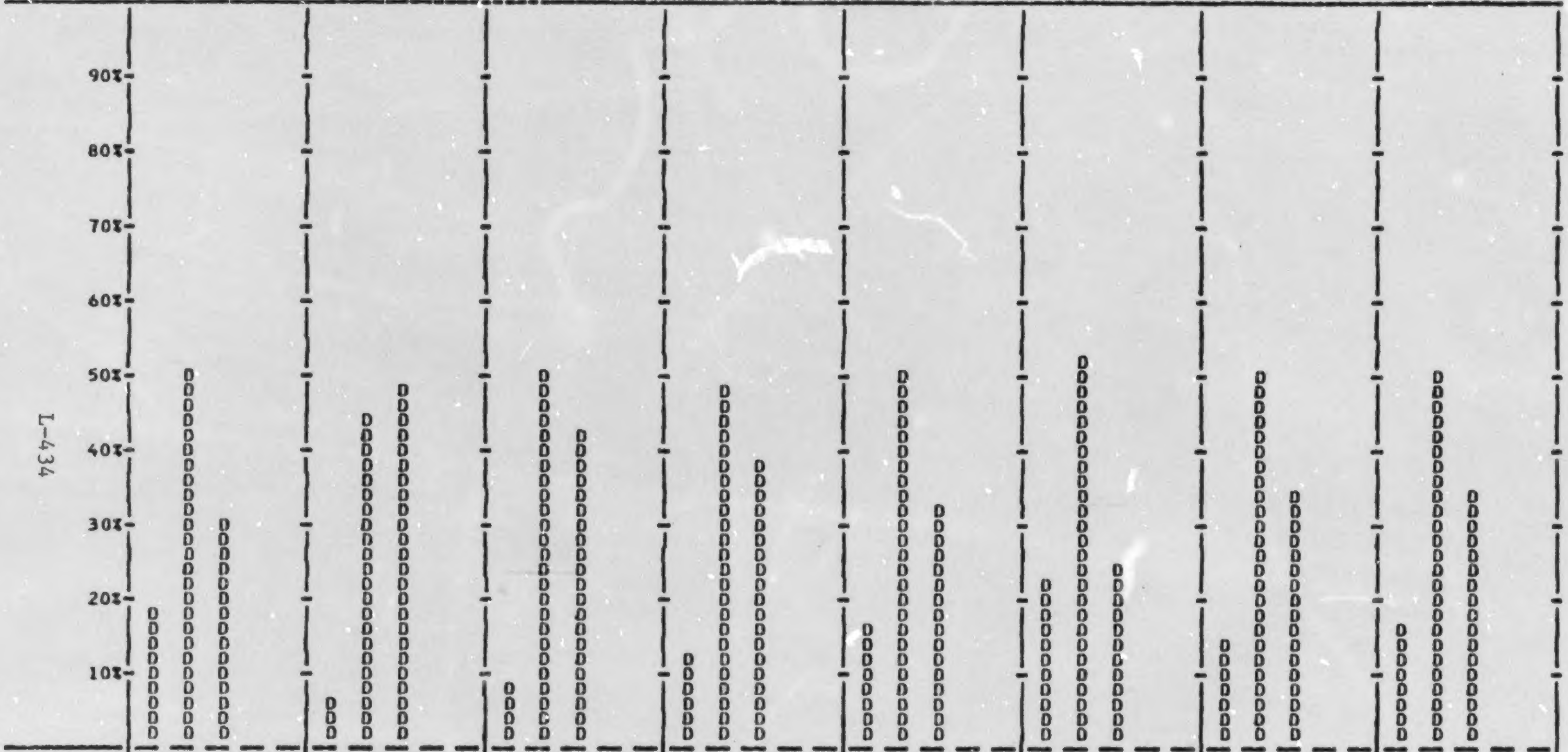

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COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* THESE DATA INCLUDE ALL AISD SPECIAL EDUCATION PERSONNEL WHO WERE EVALUATED WITH THE SPECIAL EDUCATION TEACHER EVALUATION FORM. N = 227.

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SPECIAL EDUCATION TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 227)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	1	382	1032	615	5		
1. IS PUNCTUAL	3.6		36	78	110	3		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		30	95	102			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		45	128	53			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		46	127	54			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		36	122	69			
6. SHOWS ENTHUSIASM FOR WORK	4.0		52	127	47			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		68	122	36			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	23	115	85			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		46	118	59	2		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		49	302	324	4		1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		12	88	125	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		14	98	112	2		1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		23	116	87	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	2	93	548	463			26
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		16	103	107			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4	2	9	73	129			14
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		38	121	68			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		16	147	64			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		14	104	95			11
IIB. INSTRUCTIONAL SKILLS	3.7	8	327	1310	1039	5		31
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		42	130	55			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		39	139	49			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		32	125	70			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6		16	110	99			2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		18	102	103	2		2
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		37	118	70	1		1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		40	125	59			3
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		28	111	87			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		16	88	106			15
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	2	14	88	120	1		1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	3	17	95	111			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	3	28	79	110	1		6
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	1	307	905	563	5		31
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		45	126	54			2
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7		21	118	87	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		26	123	77			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		15	100	107	1		3
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		86	122	19			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		50	113	63			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		46	127	50	1		3
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5	1	18	76	106	2		22

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SPECIAL EDUCATION TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 227)

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.0	1	468	1051	508			12
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		69	114	44			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		47	123	56			1
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		42	125	60			
4. TREATS STUDENTS IMPARTIALLY	3.9		46	111	67			1
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		54	117	56			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		70	114	43			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		44	123	59			1
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		50	118	58			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9	1	46	106	65			9
IV. SPECIAL EDUCATION COMPETENCIES	3.8	4	262	916	612	4		9
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.8		35	118	72	1		
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.8		29	120	76			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.8		28	117	81			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.9		29	135	62			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.6		20	94	111			1
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.8	2	40	92	88			4
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.8		38	111	71	2		4
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.0	2	43	129	51	1		

L-436

COMPETENCIES BY RANK ORDER
FOR ALL SPECIAL EDUCATION TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 227)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.30
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.14
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.12
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.11
IA6.	SHOWS ENTHUSIASM FOR WORK	4.02
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.99
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.97
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.96
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.96
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.96
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.96
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.96
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.96
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.96
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.94
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.94
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.93
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.92
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.92
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.92
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.91
III4.	TREATS STUDENTS IMPARTIALLY	3.91
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.87
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.85
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.85
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.85
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.83
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.83
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.83
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.79
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.79
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.78
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.77
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.77
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.74
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.72
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.71
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.70
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.68
IA1.	IS PUNCTUAL	3.65
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.63
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.62
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.61
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.60
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.60
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.60
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.58
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.58
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.57
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.55
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.54
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.52
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.49

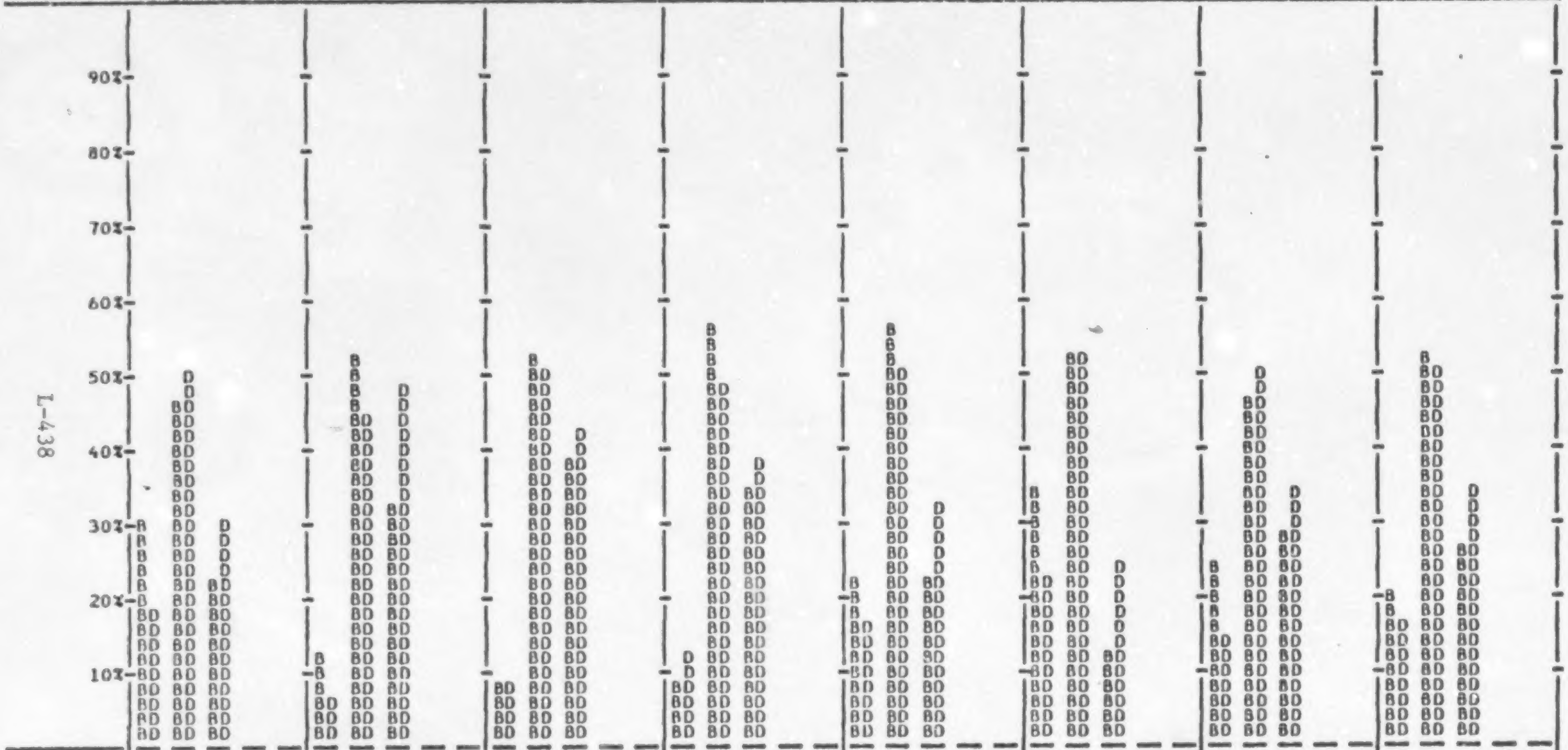
83.68

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL BLACK SPECIAL ED TEACHERS*

(JULY, 19

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL SPECIAL ED TEACHERS"B" SHOWS BLACK ONLY

L-438



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	30	47	23	0	0	13	53	33	0	0	9	52	39	0	0	9	56	35	0	0	22	56	22	0	0	34	53	13	0	0	24	47	29	0	0	21	52	27	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF BLACK SPECIAL EDUCATION TEACHERS RATED = 020

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL BLACK SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 020)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		54	83	41			
1. IS PUNCTUAL	3.9		5	7	8			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		4	9	7			
3. EXHIBITS POISE AND SELF-CONTROL	4.4		9	10	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		6	12	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		7	7	6			
6. SHOWS ENTHUSIASM FOR WORK	4.2		6	11	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		8	10	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		2	10	7			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		7	7	6			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		8	32	20			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		2	11	7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.8		3	10	7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		3	11	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	1	9	51	39			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		1	11	8			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	1	2	6	11			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		3	10	7			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	14	5			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		2	10	8			
IIB. INSTRUCTIONAL SKILLS	3.7		22	133	83			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		3	12	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		3	13	4			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8		1	14	5			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		1	11	8			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.9		3	12	5			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		3	10	7			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		2	14	4			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		1	12	7			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4		1	6	13			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7		1	12	7			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6		1	10	9			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		2	7	9			2
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		34	89	35			1
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		7	11	2			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.1		6	9	5			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		4	11	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		1	8	10			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		6	14				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		5	10	5			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.2		4	15	1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.7		1	11	7			1

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL BLACK SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 020)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.2		61	95	24			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		7	12	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		5	12	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		7	11	2			
4. TREATS STUDENTS IMPARTIALLY	4.4		8	11	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.4		8	11	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.4		10	8	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		4	11	5			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		6	12	2			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		6	7	7			
IV. SPECIAL EDUCATION COMPETENCIES	3.9		37	73	45			4
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	4.1		7	8	5			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.0		4	11	4			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	4.0		5	9	6			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.1		6	10	4			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.7		2	10	8			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.9		4	8	6			2
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.9		5	7	6			2
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.9		4	10	6			

COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
BLACK SPECIAL ED TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 020)

		MEAN RATING
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.40
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.40
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.37
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.35
III4.	TREATS STUDENTS IMPARTIALLY	4.35
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.30
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.30
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.25
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.25
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.20
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.20
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.15
IA6.	SHOWS ENTHUSIASM FOR WORK	4.15
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.10
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	4.10
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.10
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.05
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.05
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.05
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.95
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.95
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.95
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.95
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.95
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.94
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.90
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.90
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.90
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.90
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.89
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.85
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.85
IA1.	IS PUNCTUAL	3.85
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.80
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.80
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.80
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.80
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.80
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.75
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.74
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.70
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.70
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.70
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.70
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.68
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.65
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.65
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.61
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.60
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.53
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.53
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.40

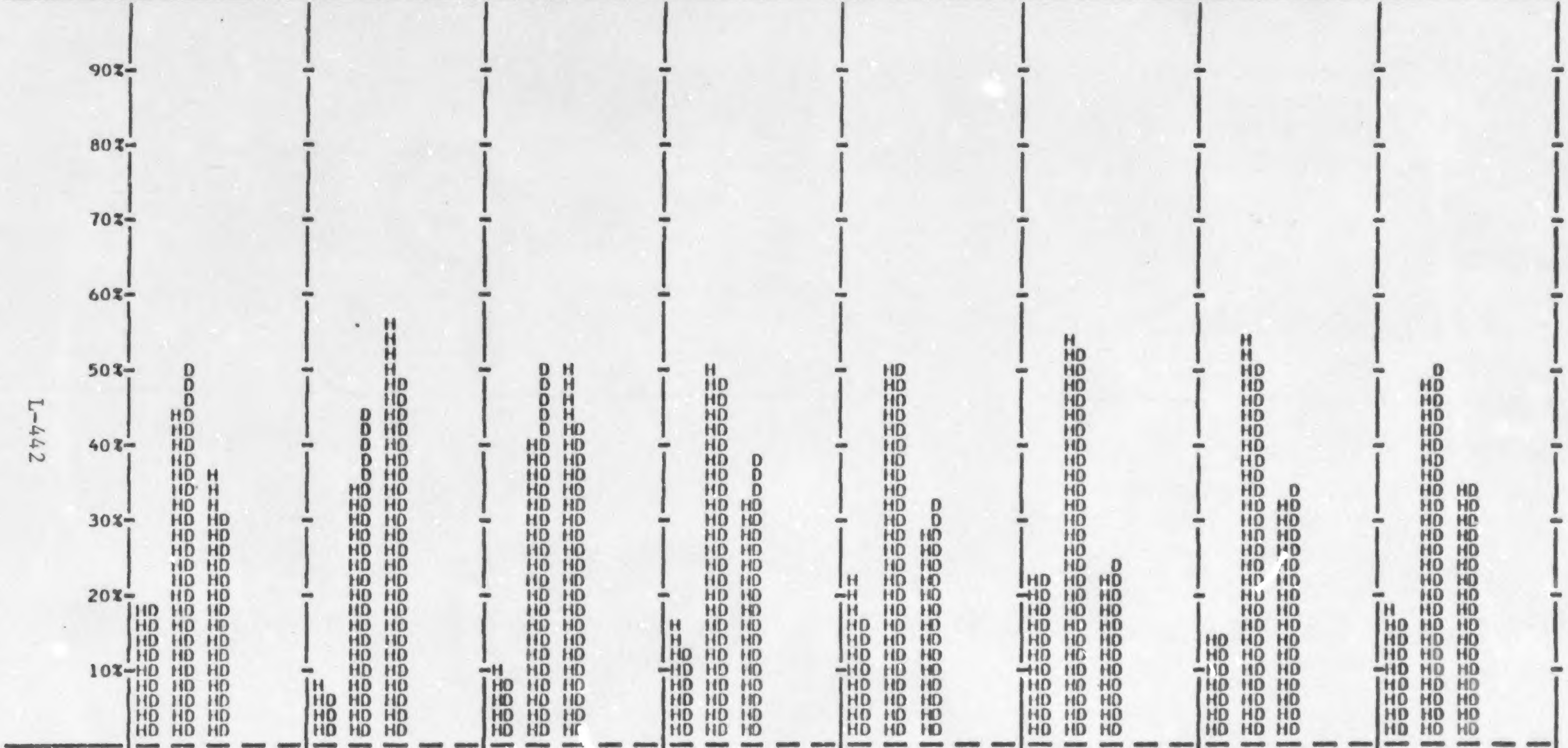
83.68

L-442

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL HISPANIC SPECIAL ED TEACHERS*

(JULY, 19

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL SPECIAL ED TEACHERS "H" SHOWS HISPANIC ONLY



COMPETENCY CATEGORIES ———>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL :	19	44	36	0	0	9	35	56	0	0	10	41	50	0	0	17	51	33	0	0	22	51	28	0	0	23	54	22	0	0	15	54	32	0	0	18	49	34	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF HISPANIC SPECIAL EDUCATION TEACHERS RATED= 025

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL HISPANIC SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 025)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.8		43	99	81	1		
1. IS PUNCTUAL	3.5		4	6	14	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5		1	11	13			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		6	10	9			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.9		4	14	7			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7		3	11	11			
6. SHOWS ENTHUSIASM FOR WORK	4.1		6	14	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		9	12	4			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7		5	8	12			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		5	13	7			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		7	26	42			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4		2	6	17			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5		2	8	15			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		3	12	10			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6		12	50	61			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5		1	10	14			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		1	7	16			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		3	11	11			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		3	14	8			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		4	8	12			1
IIB. INSTRUCTIONAL SKILLS	3.8	2	49	150	97			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		5	12	8			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		7	16	2			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		4	15	6			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		2	16	7			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		4	10	11			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		6	12	7			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		6	14	4			1
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.7		2	13	10			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.7		3	11	10			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.8	1	4	11	9			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7	1	3	11	10			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		3	9	13			
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	1	43	99	54			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		6	12	7			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		4	14	7			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.9		4	15	6			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.8		3	13	9			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		9	11	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		5	14	6			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.1		7	13	5			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8	1	5	7	9			

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL HISPANIC SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 025)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.0	1	52	121	50			1
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		9	11	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		3	17	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		3	15	7			
4. TREATS STUDENTS IMPARTIALLY	3.9		5	13	7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		6	14	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		7	12	6			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		5	12	8			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.1		6	15	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.2	1	8	12	3			1
IV. SPECIAL EDUCATION COMPETENCIES	3.8	1	29	107	63			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.9		4	15	6			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.9		4	15	6			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.9		5	12	8			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.8		4	13	8			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.6		2	11	12			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.8	1	3	13	8			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.8		3	13	9			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.9		4	15	6			

L-444

COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
HISPANIC SPECIAL ED TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 025)

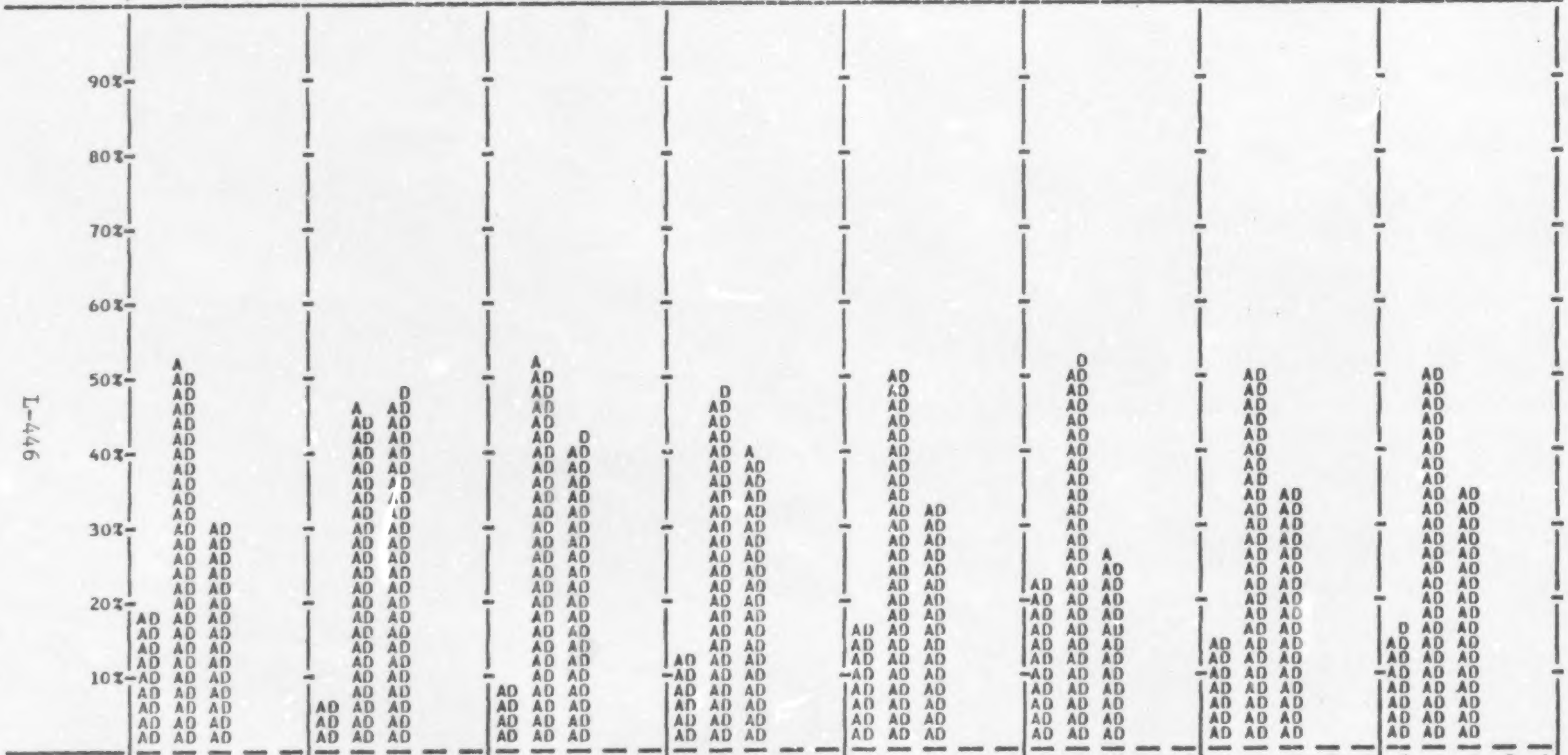
		MEAN RATING
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.22
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.20
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.16
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.16
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.08
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.08
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.08
IA6.	SHOWS ENTHUSIASM FOR WORK	4.08
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.04
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.04
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.96
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.96
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.96
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.92
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.92
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.92
III4.	TREATS STUDENTS IMPARTIALLY	3.92
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.92
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.92
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.92
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.92
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.88
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.88
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.88
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.88
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.88
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.88
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.84
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.84
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.81
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.80
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.80
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.79
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.79
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.76
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.76
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.72
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.72
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.72
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.71
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.71
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.68
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.68
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.68
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.67
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.60
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.60
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.52
IA1.	IS PUNCTUAL	3.52
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.48
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.48
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.40
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.38

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL ANGLO SPECIAL ED TEACHERS* (JULY, 19

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL SPECIAL ED TEACHERS"A" SHOWS ANGLO ONLY

83.68

I-446



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0
SCHOOL :	18	52	30	0	0	7	46	46	1	0	9	52	40	0	0	13	47	40	0	0

COMPETENCY CATEGORIES ——>	CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL :	17	50	33	0	0	22	51	27	0	0	14	51	35	0	0	15	50	35	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF ANGLO SPECIAL EDUCATION TEACHERS RATED = 149

83.68

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ANGLO SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 149)

	MEAN	INSUFF INFO X	OUT- STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC- CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	1	240	690	403	4		
1. IS PUNCTUAL	3.7		25	55	67	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		22	60	67			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		25	91	33			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		30	86	33			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		23	83	43			
6. SHOWS ENTHUSIASM FOR WORK	4.0		33	80	36			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		43	78	28			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	9	77	60			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.9		30	80	36	2		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		31	204	206	4		1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		8	61	78	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		8	69	69	2		1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.7		15	74	59	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	1	62	371	285			23
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		13	72	63			1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	1	6	52	77			13
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		23	80	46			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		12	97	40			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.6		8	70	59			9
IIB. INSTRUCTIONAL SKILLS	3.7	6	227	826	704	5		17
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9		28	84	37			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		28	88	33			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		25	79	45			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		13	73	62			1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.6		11	66	69	2		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.8		21	77	49	1		1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		30	77	40			2
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		23	66	59			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		12	59	70			7
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	1	7	49	89	1		1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.5	2	10	58	78			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	3	19	50	73	1		3
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		194	585	383	5		23
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		27	87	33			2
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.[illegible]		11	83	54	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		18	79	51			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		11	63	71	1		3
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		55	80	14			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		33	68	47			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		29	77	40	1		2
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5		10	48	73	2		15

L-447

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ANGLO SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 149)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.0		298	677	353			11
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		41	75	33			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		29	77	42			1
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		27	85	37			
4. TREATS STUDENTS IMPARTIALLY	3.9		26	78	43			1
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		35	72	42			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		45	73	31			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		31	76	41			1
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.9		34	69	45			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		30	72	39			8
IV. SPECIAL EDUCATION COMPETENCIES	3.8	3	169	598	413	4		5
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.8		21	84	43	1		
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.7		18	75	56			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.7		16	77	56			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.8		18	87	44			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.6		12	59	77			1
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.8	1	27	57	62			2
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.9		26	77	42	2		2
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.0	2	31	82	33	1		

COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
ANGLO SPECIAL ED TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 149)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.28
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.10
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.09
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.05
IA6.	SHOWS ENTHUSIASM FOR WORK	3.98
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.98
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.97
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.97
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.96
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.95
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.95
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.94
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.94
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.93
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.93
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.93
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.93
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.93
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.91
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.91
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.91
III4.	TREATS STUDENTS IMPARTIALLY	3.88
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.87
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.87
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.86
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.85
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.84
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.83
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.81
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.80
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.78
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.76
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.76
IV2.	FLLWS FORMAL/INFORMAL DIAGM PROCEDURES IN ASSESSING STU	3.74
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.73
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.70
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.70
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.69
IA1.	IS PUNCTUAL	3.69
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.67
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.66
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.65
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.63
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.61
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.59
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.58
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.58
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.56
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.56
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.53
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.51
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.47
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.42

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL OTHER SPECIAL ED TEACHERS* (JULY, 19

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL SPECIAL ED TEACHERS"O" SHOWS OTHER ONLY

83.68

L-450

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COMPETENCY |   PERSONAL   |PROCEDURAL AND|EXPERTISE IN  | INSTRUCTIONAL|  CLASSROOM   |STUDNT/TEACHER| SPECIAL ED   |
CATEGORIES |  QUALITIES   |RECORD KEEPING|BASIC SKILLS &|    SKILLS    |  MANAGEMENT  |RELATIONSHIPS | COMPETENCIES |    TOTAL
  ------>  |              |    SKILLS    |SUBJECT AREAS |              |    SKILLS    |              |              |
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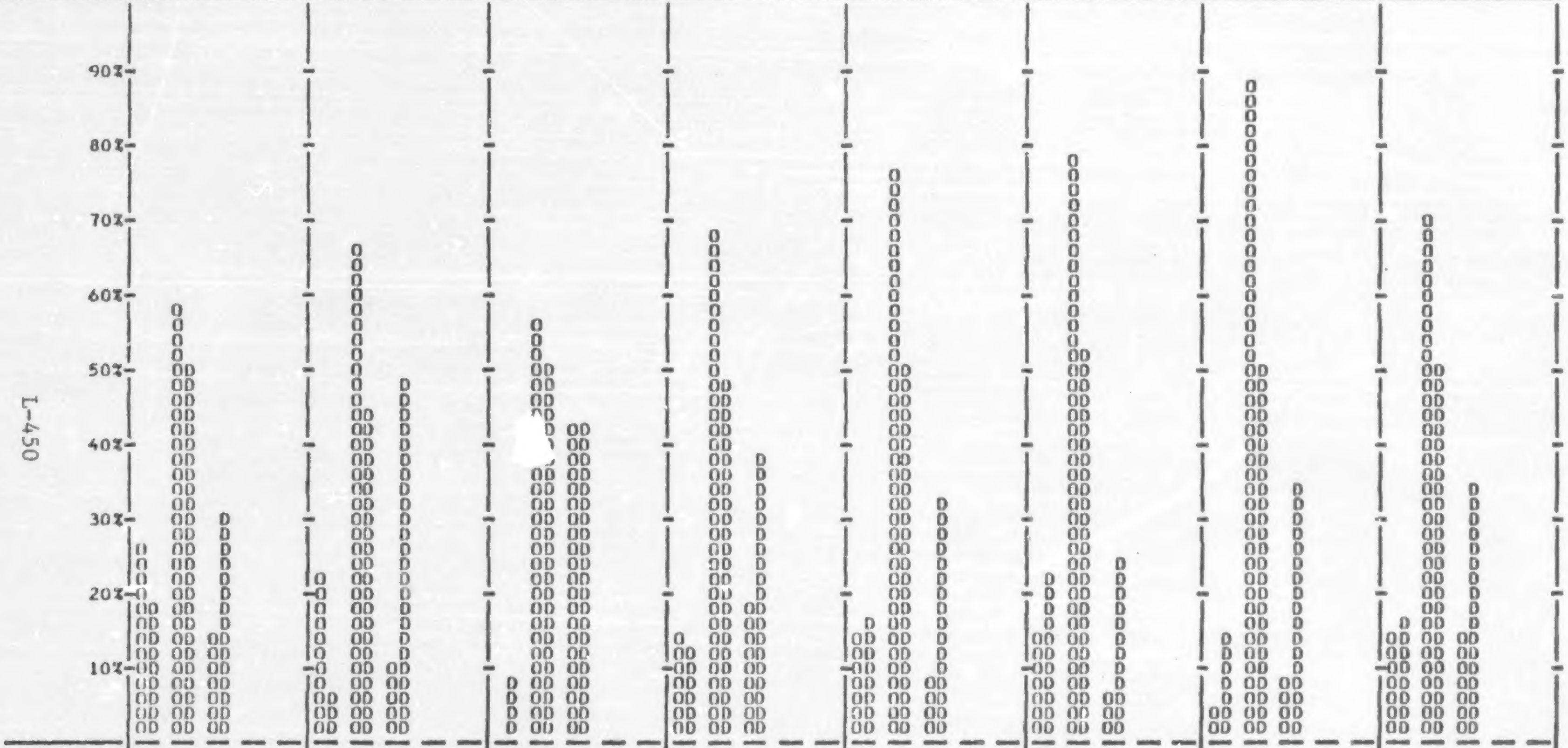

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PERCENT OF | 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1| 5  4  3  2  1
RESPONSES: |
  AISD   : |19 51 30  0  0| 7 44 48  1  0| 8 50 42  0  0|12 49 39  0  0|17 51 32  0  0|23 52 25  0  0|15 51 34  0  0|16 50 34  0  0
  SCHOOL : |26 59 15  0  0|22 67 11  0  0| 0 57 43  0  0|15 68 18  0  0|14 77  9  0  0|15 78  7  0  0| 4 88  8  0  0|14 71 15  0  0
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NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS;
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF OTHER SPECIAL EDUCATION TEACHERS RATED = 003

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL OTHER SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		7	16	4			
1. IS PUNCTUAL	3.0				3			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7			2	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		1	2				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		1	2				
6. SHOWS ENTHUSIASM FOR WORK	4.3		1	2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.3		1	2				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.3		1	2				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		1	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1		2	6	1			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7			2	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		1	2				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.3		1	2				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.6			8	6			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.3			1	2			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			1	2			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			3				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			2	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			1	1			1
IIB. INSTRUCTIONAL SKILLS	4.0		5	23	6			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			3				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			3				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.3		1	2				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			2				1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			2	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.7		2	1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.3		1	2				
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.3		1	2				
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			1	1			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7			2	1			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.7			2	1			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			1	2			
IIC. CLASSROOM MANAGEMENT SKILLS	4.0		3	17	2			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0			3				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.7			2	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0			3				
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	4.0			3				
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		1	2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		1	2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.5		1	1				1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			1	1			1

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL OTHER SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.1		4	21	2			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.3		1	2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.7			2	1			
4. TREATS STUDENTS IMPARTIALLY	3.7			2	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		1	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		1	2				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			3				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			3				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.3		1	2				
IV. SPECIAL EDUCATION COMPETENCIES	4.0		1	21	2			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.7			2	1			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.0			3				
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.7			2	1			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.0			3				
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	4.0			3				
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.3		1	2				
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.0			3				
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.0			3				

83.68

L-452

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
OTHER SPECIAL ED TEACHERS IN 1983-84                              MEAN
(NUMBER OF TEACHERS RATED = 003)                                 RATING
                                                                 ------
IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM      4.67
IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                4.50
 IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                     4.33
IIII9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING    4.33
IIII6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.33
IIII5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.33
IIII1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.33
IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                   4.33
IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                 4.33
IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING     4.33
IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU      4.33
IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES       4.33
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                      4.33
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE       4.33
 IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS         4.33
 IA8. DEMONSTRATES PROFESSIONAL GROWTH                            4.33
 IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                       4.33
 IA6. SHOWS ENTHUSIASM FOR WORK                                   4.33
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                     4.33
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                            4.33
 IA3. EXHIBITS POISE AND SELF-CONTROL                             4.33
 IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW        4.00
 IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF       4.00
 IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES             4.00
 IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN           4.00
 IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU     4.00
IIII8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP    4.00
IIII7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       4.00
IIII2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        4.00
IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT            4.00
IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST             4.00
IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG     4.00
IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT        4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES        4.00
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                 4.00
IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT        4.00
 IV3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY             3.67
 IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS       3.67
IIII4. TREATS STUDENTS IMPARTIALLY                                3.67
IIII3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               3.67
IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS       3.67
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY             3.67
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG     3.67
IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT             3.67
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION      3.67
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                   3.67
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS          3.67
IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK     3.50
IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                3.50
IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM      3.50
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS    3.33
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS           3.33
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                   3.33
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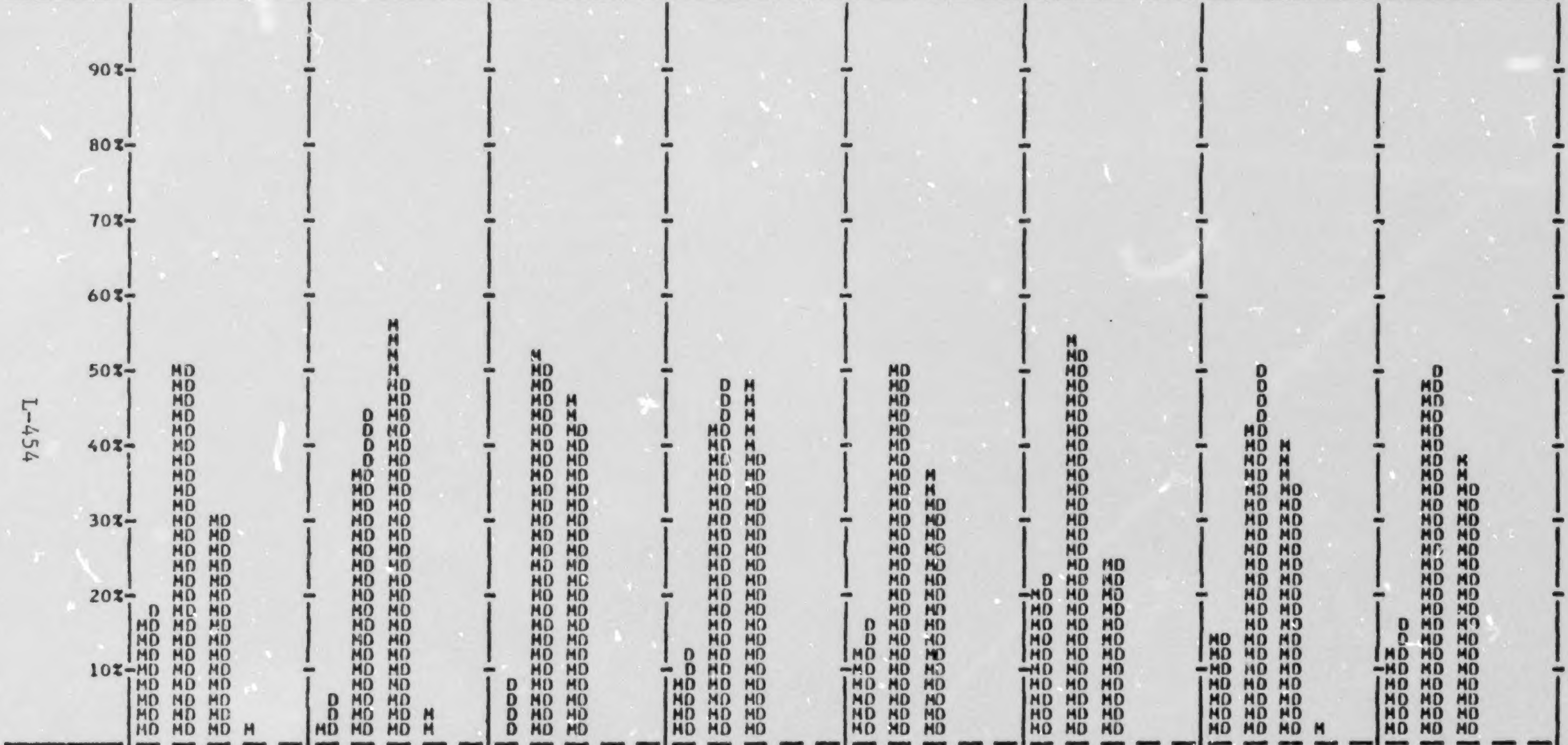
1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL MALE SPECIAL ED TEACHERS*

(JULY, 19

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL SPECIAL ED TEACHERS"M" SHOWS MALE ONLY

83.68

L-454



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	17	50	31	2	0	2	37	57	5	0	1	52	47	0	0	8	42	49	1	0	12	50	36	1	0	20	55	25	0	0	15	43	40	2	0	12	48	39	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF MALE SPECIAL EDUCATION TEACHERS RATED = 020

741

742

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*    0820M ALL SPECIAL ED TEACHERS                               0650
// EXEC ,SIZE=200K                                               0660

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
 FOR ALL MALE SPECIAL ED TEACHERS                                          INSUFF    OUT-           GOOD/   MINIM   UNAC-     NOT
 (NUMBER OF TEACHERS RATED = 020)                                   MEAN    INFO   STAND  STRONG  EXPECT  ACCEPT    CEPT  APPLIC
                                                                               X       5       4       3       2       1       0
                                                                  ------  ------  ------  ------  ------  ------  ------  ------
 IA. PERSONAL QUALITIES                                              3.8              31      89      55       3
   1. IS PUNCTUAL                                                    3.7               4       7       7       2
   2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             3.9               5       8       7
   3. EXHIBITS POISE AND SELF-CONTROL                                3.9               4      10       6
   4. PRESENTS AN EFFECTIVE ROLE MODEL                               3.9               3      11       6
   5. USES COMMON SENSE/BEHAVES REALISTICALLY                        3.9               3      11       6
   6. SHOWS ENTHUSIASM FOR WORK                                      4.0               3      14       3
   7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          3.9               4      10       5
   8. DEMONSTRATES PROFESSIONAL GROWTH                               3.6               1      10       8
   9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS               3.8               4       8       7       1

 IB. PROCEDURAL AND RECORDKEEPING SKILLS                             3.4               1      22      34       3
   1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      3.4               1       7      11       1
   2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          3.4                       8      11       1
   3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                         3.3                       7      12       1

IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS                     3.5       1       1      50      45                       3
   1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      3.6                      12       7                       1
   2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.3       1               6      12                       1
   3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT           3.7               1      12       7
   4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         3.8                      16       4
   5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM         3.2                       4      15                       1

IIB. INSTRUCTIONAL SKILLS                                            3.6       1      18     101     118       2
   1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                    3.7               1      12       7
   2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES           3.8               2      12       6
   3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES         3.8               3      10       7
   4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT           3.6               1       9      10
   5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT                3.3                       6      14
   6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM         3.7               1      11       8
   7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU         3.9               4       9       7
   8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING        3.6               2       7      11
   9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                   3.5               2       6      12
  10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG         3.2                       5      14       1
  11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY                  3.3       1               6      13
  12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS        3.6               2       8       9       1

IIC. CLASSROOM MANAGEMENT SKILLS                                     3.7              19      79      57       2               3
   1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG        3.9               2      14       3                       1
   2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS          3.6                       9      10       1
   3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST                3.7               1      11       8
   4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT               3.4               1       7      11       1
   5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                    4.4               7      13
   6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      3.8               5       6       9
   7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                   3.8               2      12       5                       1
   8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK        3.5               1       7      11                       1
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83.68

L-455

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL MALE SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 020)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.9		35	98	44			3
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		4	13	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		2	10	8			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		3	12	5			
4. TREATS STUDENTS IMPARTIALLY	3.8		3	10	6			1
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		3	14	3			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		5	10	5			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		4	10	5			1
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		5	10	5			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1		6	9	4			1
IV. SPECIAL EDUCATION COMPETENCIES	3.7	1	24	69	63	3		
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.7		3	8	8	1		
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.6		1	10	9			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.5		1	8	11			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.8		2	12	6			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.4		1	6	13			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.8		5	6	9			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.1		6	11	2	1		
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.9	1	5	8	5	1		

83.68

L-456

COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
MALE SPECIAL ED TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 020)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.35
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.11
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.10
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.05
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.95
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.95
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.95
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.90
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.90
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.90
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.89
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.85
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.85
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.85
III4.	TREATS STUDENTS IMPARTIALLY	3.84
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.84
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.80
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.80
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.80
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.80
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.80
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.80
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.75
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.70
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.70
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.70
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.65
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.65
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.65
IA1.	IS PUNCTUAL	3.65
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.63
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.63
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.60
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.55
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.55
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.55
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.50
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.47
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.40
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.40
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.40
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.40
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.35
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.33
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.32
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.30
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.30
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.21
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.20

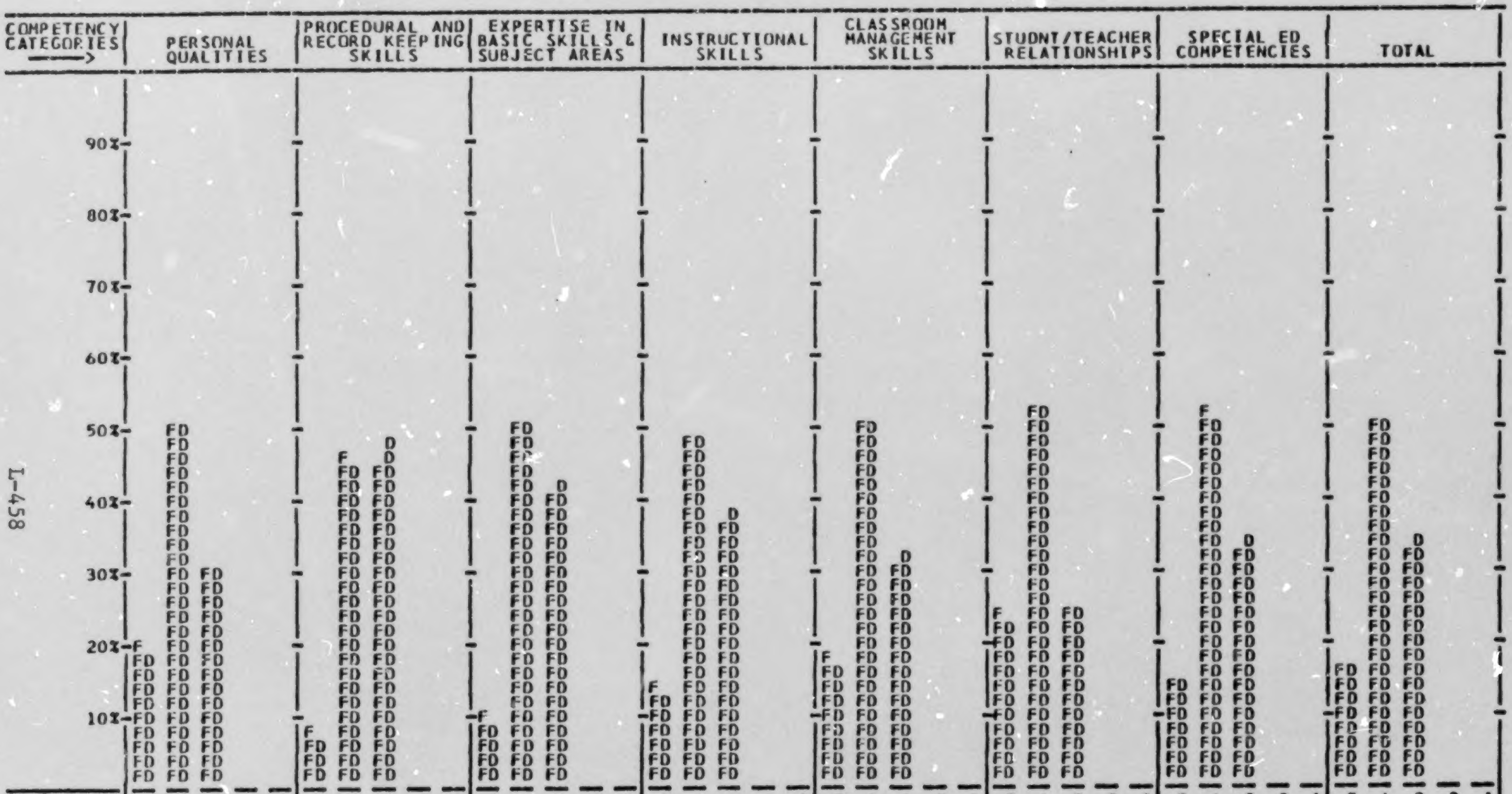
1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL FEMALE SPECIAL ED TEACHERS*

(JULY, 19

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL SPECIAL ED TEACHERS"F" SHOWS FEMALE ONLY

L-458

83.68



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL :	20	50	30	0	0	9	47	44	0	0	10	50	40	0	0	14	49	37	0	0	18	51	30	0	0	24	52	24	0	0	15	52	33	0	0	17	50	33	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF FEMALE SPECIAL EDUCATION TEACHERS RATED = 177

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL FEMALE SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 177)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9	1	313	799	474	2		
1. IS PUNCTUAL	3.7		30	61	85	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.7		22	74	81			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		37	103	37			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		38	103	36			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.9		31	92	54			
6. SHOWS ENTHUSIASM FOR WORK	4.0		43	93	40			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		57	92	28			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7	1	16	87	71			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		39	94	42	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		47	246	235	1		1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		11	73	92			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		14	81	80	1		1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.8		22	92	63			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7	1	82	430	346			23
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		15	82	80			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.5	1	9	60	94			13
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8		28	92	57			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		16	111	50			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		14	85	65			10
IIB. INSTRUCTIONAL SKILLS	3.8	7	285	1031	772	3		23
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		35	99	43			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0		36	108	33			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		28	100	49			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7		15	93	67			2
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7		18	84	72	2		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.9		31	89	55	1		1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		35	98	41			3
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		25	86	65			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		14	71	82			9
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.5	2	12	69	92			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.6	2	14	75	85			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6	3	22	59	88			5
IIC. CLASSROOM MANAGEMENT SKILLS	3.9	1	255	711	417	3		25
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		38	99	39			1
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.8		21	99	57			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		25	97	54			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.6		14	80	79			3
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		64	94	19			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		39	83	49			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0		39	94	41	1		2
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.6	1	15	60	79	2		18

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL FEMALE SPECIAL ED TEACHERS
(NUMBER OF TEACHERS RATED = 177)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNACCEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.0	1	380	816	385			9
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.1		54	87	36			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0		35	99	42			1
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0		34	101	42			
4. TREATS STUDENTS IMPARTIALLY	3.9		36	94	46			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		47	85	45			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		58	85	34			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		36	92	49			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0		41	89	46			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0	1	39	84	45			8
IV. SPECIAL EDUCATION COMPETENCIES	3.8	3	212	730	460	1		9
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.9		29	101	47			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.8		25	94	57			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.8		25	92	60			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.9		26	101	50			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.6		15	77	84			1
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.8	2	30	74	67			4
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.8		28	89	55	1		4
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.0	1	34	102	40			

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
FEMALE SPECIAL ED TEACHERS IN 1983-84
(NUMBER OF TEACHERS RATED = 177)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.16
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.14
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.10
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.02
IA6.	SHOWS ENTHUSIASM FOR WORK	4.02
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.01
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.01
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.99
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.98
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.97
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.97
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.97
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.97
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.96
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.96
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.95
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.95
III4.	TREATS STUDENTS IMPARTIALLY	3.94
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.94
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.93
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.90
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.88
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.87
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.86
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.85
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.84
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.84
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.83
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.82
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.81
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.80
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.80
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.78
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.77
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.77
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.70
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.69
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.68
IA1.	IS PUNCTUAL	3.68
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.67
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.67
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.63
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.62
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.61
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.61
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.61
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.59
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.59
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.56
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.54
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.54
A2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.48

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL ELEMENTARY SCHOOLS* (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ELEMENTARY ONLY.

83.68

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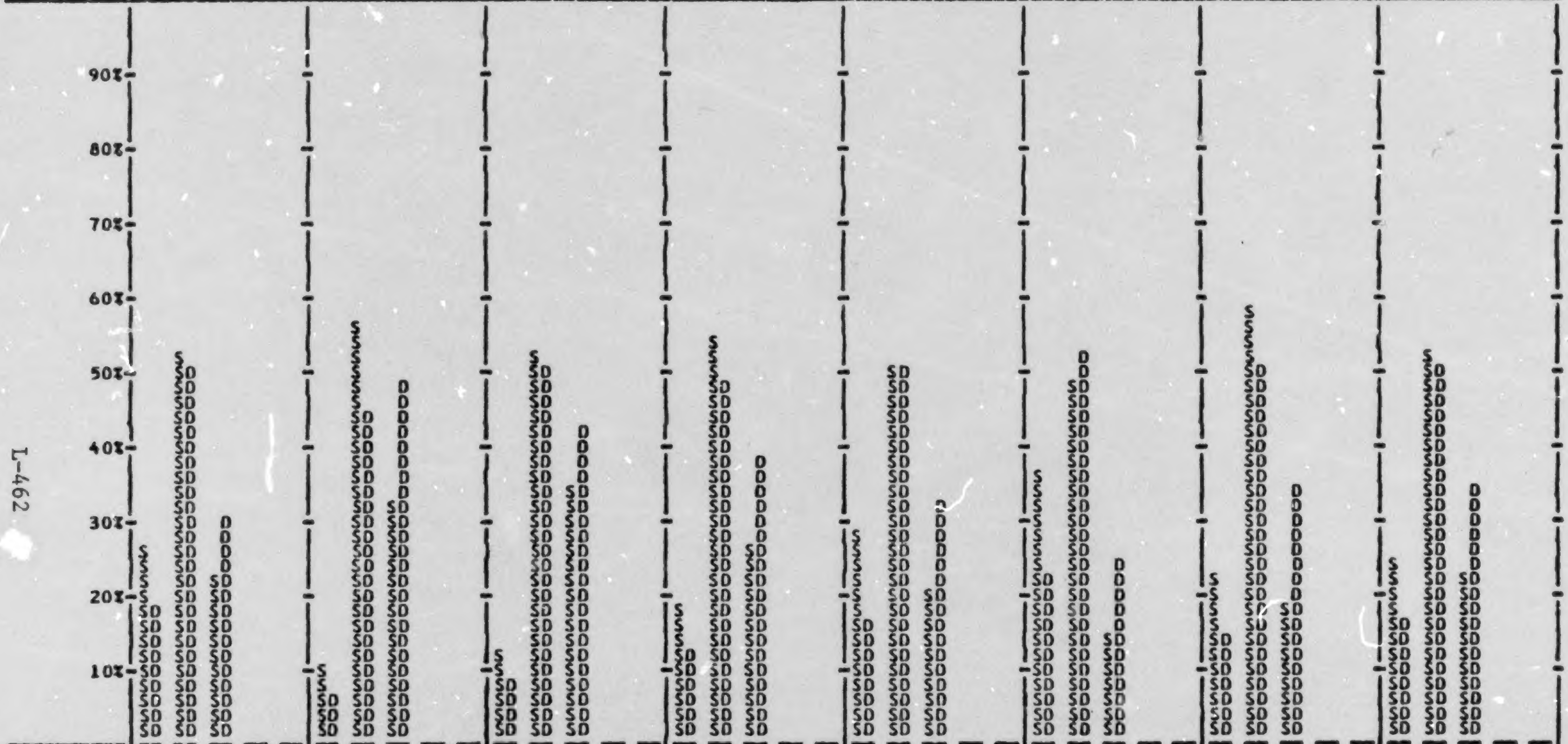

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	26	52	22	0	0	11	57	33	0	0	13	52	34	0	0	18	55	27	0	0	29	50	21	0	0	36	49	14	0	0	22	59	19	0	0	24	53	23	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* THESE DATA INCLUDE ALL PERSONNEL EVALUATED WITH A SPECIAL EDUCATION TEACHER EVALUATION FORM WHO HAVE JOB CODES BEGINNING WITH 45. N = 089

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY CAMPUSES IN 1983-84
(NUMBER OF TEACHERS RATED = 089)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0	1	204	415	176	1		
1. IS PUNCTUAL	3.8		22	31	35	1		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		17	44	28			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		23	52	13			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.1		22	52	15			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0		18	51	20			
6. SHOWS ENTHUSIASM FOR WORK	4.1		29	41	18			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.2		33	45	11			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9	1	15	48	24			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.1		25	51	12			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		28	151	87			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.7		6	50	32			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.7		8	48	33			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9		14	53	22			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8	2	59	230	150			2
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8		11	47	31			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7	2	7	44	35			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.9		21	38	30			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.9		11	56	22			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		9	45	32			1
IIB. INSTRUCTIONAL SKILLS	3.9	5	191	583	285	1		1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.2		28	48	13			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.2		28	48	13			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0		16	56	17			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.8		8	56	25			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.8		12	51	24	1		1
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		21	51	17			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.1		24	46	19			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8		12	46	30			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		5	43	40			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.7	1	9	46	33			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.8	1	11	49	28			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.9	3	17	43	26			
IIC. CLASSROOM MANAGEMENT SKILLS	4.1	1	205	349	146			7
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.3		37	38	14			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.9		16	52	21			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	4.0		16	54	19			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.7		8	49	31			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.5		52	31	6			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.2		31	41	16			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.3		34	44	11			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.8	1	11	40	28			

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY CAMPUSES IN 1983-1984
(NUMBER OF TEACHERS RATED = 089)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.2	1	289	394	115			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		46	33	10			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		33	43	13			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.1		27	48	14			
4. TREATS STUDENTS IMPARTIALLY	4.2		29	47	12			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		29	53	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.3		37	42	10			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.1		28	46	15			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		33	42	13			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.1	1	27	40	21			
IV. SPECIAL EDUCATION COMPETENCIES	4.0	2	159	416	135			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	4.1		23	54	12			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.1		19	56	14			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	4.0		16	55	18			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.0		17	56	16			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.9		14	49	26			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.0	2	23	44	20			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.0		21	49	19			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.2		26	53	10			

83.68

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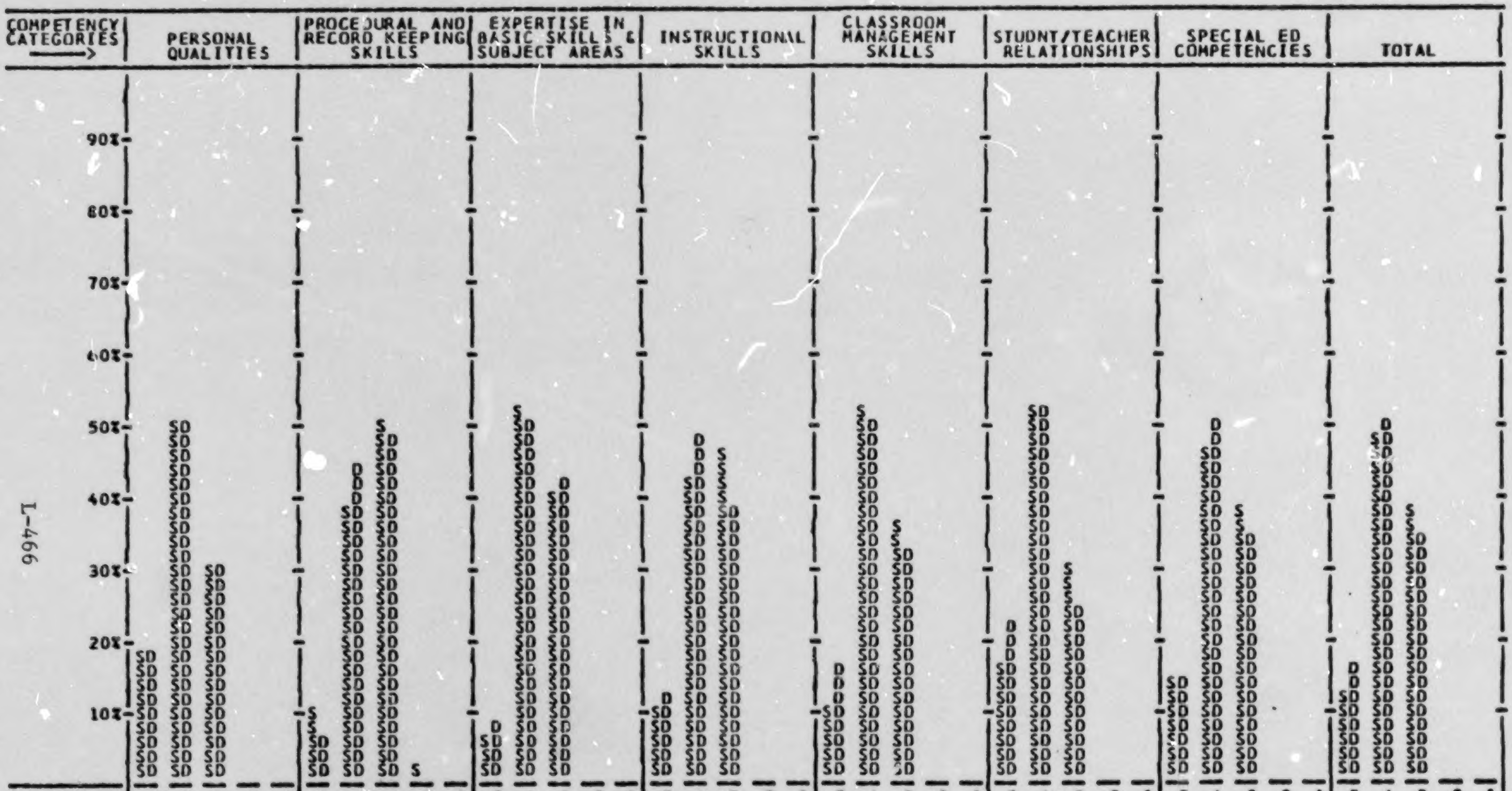
COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT ELEMENTARY CAMPUSES IN 1983-84
(NUMBER OF TEACHERS RATED = 089)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.52
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.40
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.30
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.26
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.26
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.25
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.25
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.23
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.22
III4.	TREATS STUDENTS IMPARTIALLY	4.19
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.18
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.17
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.17
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.17
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.15
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.15
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.15
IA6.	SHOWS ENTHUSIASM FOR WORK	4.13
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	4.12
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.11
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.08
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.07
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.06
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.06
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.04
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.03
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.02
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.01
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.99
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.98
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.98
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.97
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.94
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.91
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.90
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.90
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.90
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.88
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.88
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.87
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.84
IA1.	IS PUNCTUAL	3.83
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.81
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.81
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.80
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.78
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.78
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.74
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.73
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.73
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.72
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.70
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.67
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.60

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL SECONDARY SCHOOLS*

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS SECONDARY ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	19	51	30	1	0	10	38	51	2	0	7	53	41	0	0	11	43	46	1	0	11	52	36	1	0	17	53	30	0	0	15	46	38	1	0	13	48	38	1	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* THESE DATA INCLUDE ALL PERSONNEL EVALUATED WITH A SPECIAL EDUCATION TEACHER EVALUATION FORM WHO HAVE JOB CODES BEGINNING WITH 56 OR 58. N = 065

* 0812 ALL SPECIAL EC TEACHERS 0650
// EXEC ,SIZE=200K 0660

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY CAMPUSES IN 1983-84
(NUMBER OF TEACHERS RATED = 065)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		109	295	176	3		
1. IS PUNCTUAL	3.8		9	35	19	2		
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.8		11	32	22			
3. EXHIBITS POISE AND SELF-CONTROL	4.0		15	36	14			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		15	38	12			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		9	35	21			
6. SHOWS ENTHUSIASM FOR WORK	4.0		15	32	18			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.1		19	32	13			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.5		4	27	33			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.8		12	28	24	1		
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		19	74	99	3		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5		6	22	36	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.6		5	27	32	1		
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		8	25	31	1		
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7		21	170	132			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.7		4	36	25			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.4		2	23	39			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHY	3.9		10	38	17			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		3	47	15			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICUIUM	3.5		2	26	36			
IIB. INSTRUCTIONAL SKILLS	3.6	3	82	330	360	4		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0		11	41	13			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.9		8	41	16			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.7		9	30	26			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5		5	24	36			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4		5	20	39	1		
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		10	27	27	1		
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.9		9	40	16			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6		5	28	32			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5		4	25	36			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4	1	4	19	39	1		
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4	2	5	17	41			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5		7	18	39	1		
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		55	272	188	5		
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.9		5	46	14			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6		5	32	27	1		
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.8		6	38	21			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5		3	26	35	1		
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		15	45	5			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6		6	30	29			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.8		9	38	17	1		
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.4		6	17	40	2		

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY CAMPUSES IN 1983-84
(NUMBER OF TEACHERS RATED = 065)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.9		99	308	178			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.8		9	37	19			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		4	36	25			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.9		11	37	17			
4. TREATS STUDENTS IMPARTIALLY	3.9		13	34	18			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0		17	28	20			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0		19	30	16			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.8		7	35	23			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		8	37	20			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.9		11	34	20			
IV. SPECIAL EDUCATION COMPETENCIES	3.8	2	78	239	198	3		
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.8		11	34	19	1		
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.8		9	31	25			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.7		9	28	28			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.8		10	35	20			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.5		6	19	40			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.6		9	24	32			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.9		13	32	19	1		
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.9	2	11	36	15	1		

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT SECONDARY CAMPUSES IN 1983-84
(NUMBER OF TEACHERS RATED = 065)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.15
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.09
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.05
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.05
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.02
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.97
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.95
IA6.	SHOWS ENTHUSIASM FOR WORK	3.95
III4.	TREATS STUDENTS IMPARTIALLY	3.92
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.91
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.90
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.89
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.89
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.88
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.88
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.86
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.86
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.85
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.85
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.85
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.85
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.83
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.82
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.82
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.82
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.78
IA1.	IS PUNCTUAL	3.78
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.77
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.75
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.75
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.74
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.71
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.71
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.68
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.68
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.65
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.65
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.63
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.62
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.58
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.55
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.55
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.52
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.51
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.51
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.48
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.48
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.48
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.47
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.45
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.43
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.42
A2.	[illegible]	3.[illegible]

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ELEMENTARY SPECIAL EDUCATION CAMPUSES* (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT-WIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOW ALL ELEMENTARY SPECIAL ED CAMPUSES.

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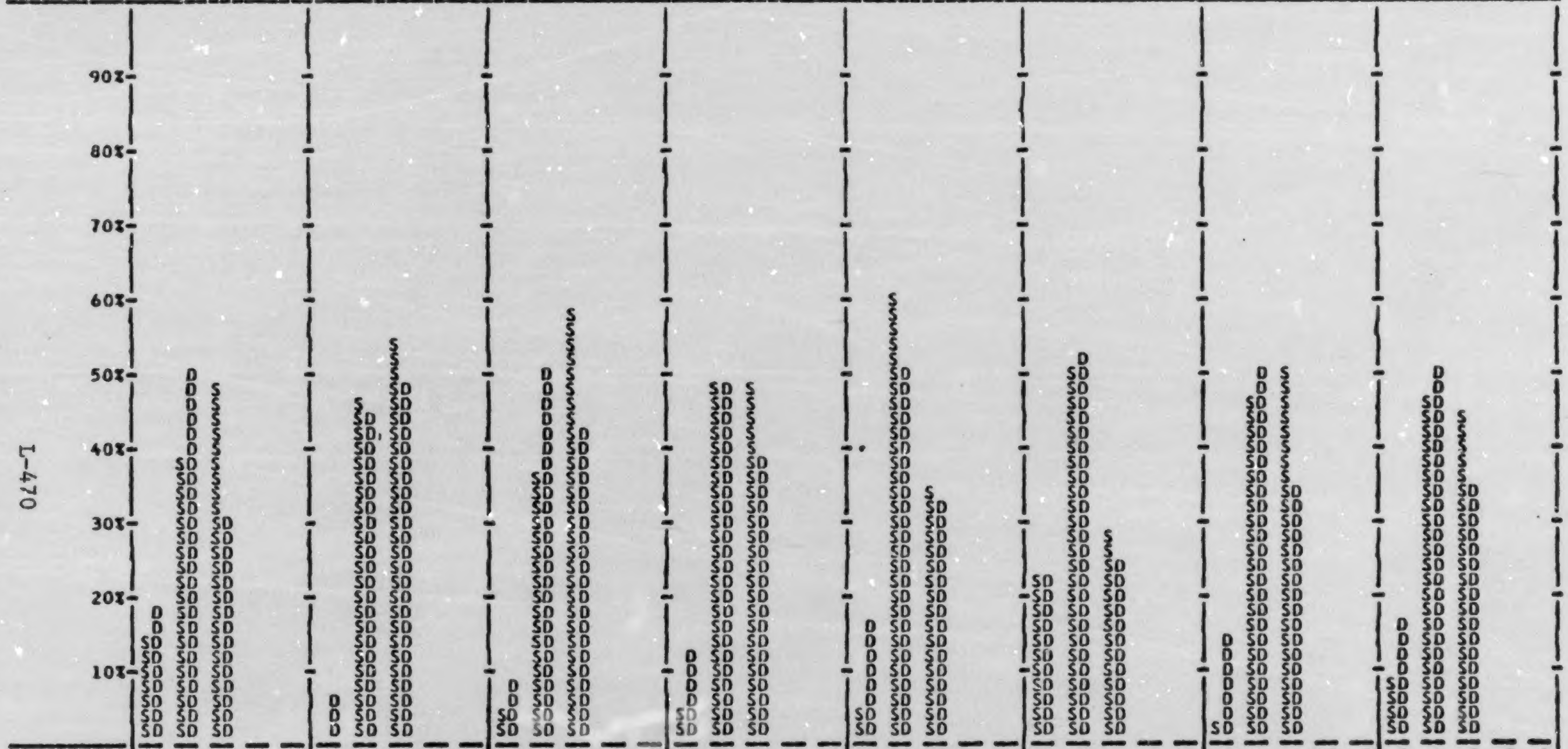

COMPETENCY CATEGORIES --->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	14	38	48	0	0	0	46	54	0	0	5	36	59	0	0	4	48	48	0	0	5	61	34	0	0	22	50	28	0	0	3	47	50	0	0	9	47	44	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* TEACHERS ON ELEMENTARY SPECIAL ED CAMPUSES HAVE JOB CODES BEGINNING WITH 47. N = 008

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL EDUCATION CAMPUSES IN 1983-1984
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		10	27	34			
1. IS PUNCTUAL	3.3			2	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.1			1	7			
3. EXHIBITS POISE AND SELF-CONTROL	3.9		1	5	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.6		1	3	4			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.8		2	2	4			
6. SHOWS ENTHUSIASM FOR WORK	3.8		1	4	3			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0		2	4	2			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.9		2	3	3			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5			11	13			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			3	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			4	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			4	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		2	14	23			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.1			1	7			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				8			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.8			6	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.8		1	4	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.7		1	3	3			1
IIB. INSTRUCTIONAL SKILLS	3.6		4	45	45			2
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.4			3	5			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.6			5	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.8			6	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.6			4	3			1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			4	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0		2	4	2			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5		1	2	5			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.8			6	2			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.6		1	2	4			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			3	5			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.4			3	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.4			3	5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		3	37	21			3
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		1	6	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			8				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			5	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			4	4			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0		1	6	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.5			4	4			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7		1	3	3			1
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.2			1	5			2

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL ED CAMPUSES IN 1983-1984
(NUMBER OF TEACHERS RATED = 008)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MININ ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.9		16	36	20			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0		2	4	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		1	7				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.8		1	4	3			
4. TREATS STUDENTS IMPARTIALLY	3.9		2	3	3			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.9		3	1	4			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.1		3	3	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0		1	6	1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.8		1	4	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0		2	4	2			
IV. SPECIAL EDUCATION COMPETENCIES	3.5		2	30	32			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.5			4	4			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.5			4	4			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.5			4	4			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.6			5	3			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.4			3	5			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.0		2	4	2			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.4			3	5			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.4			3	5			

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT ELEMENTARY SPECIAL ED CAMPUSES IN 1983-1984
(NUMBER OF TEACHERS RATED = 008)

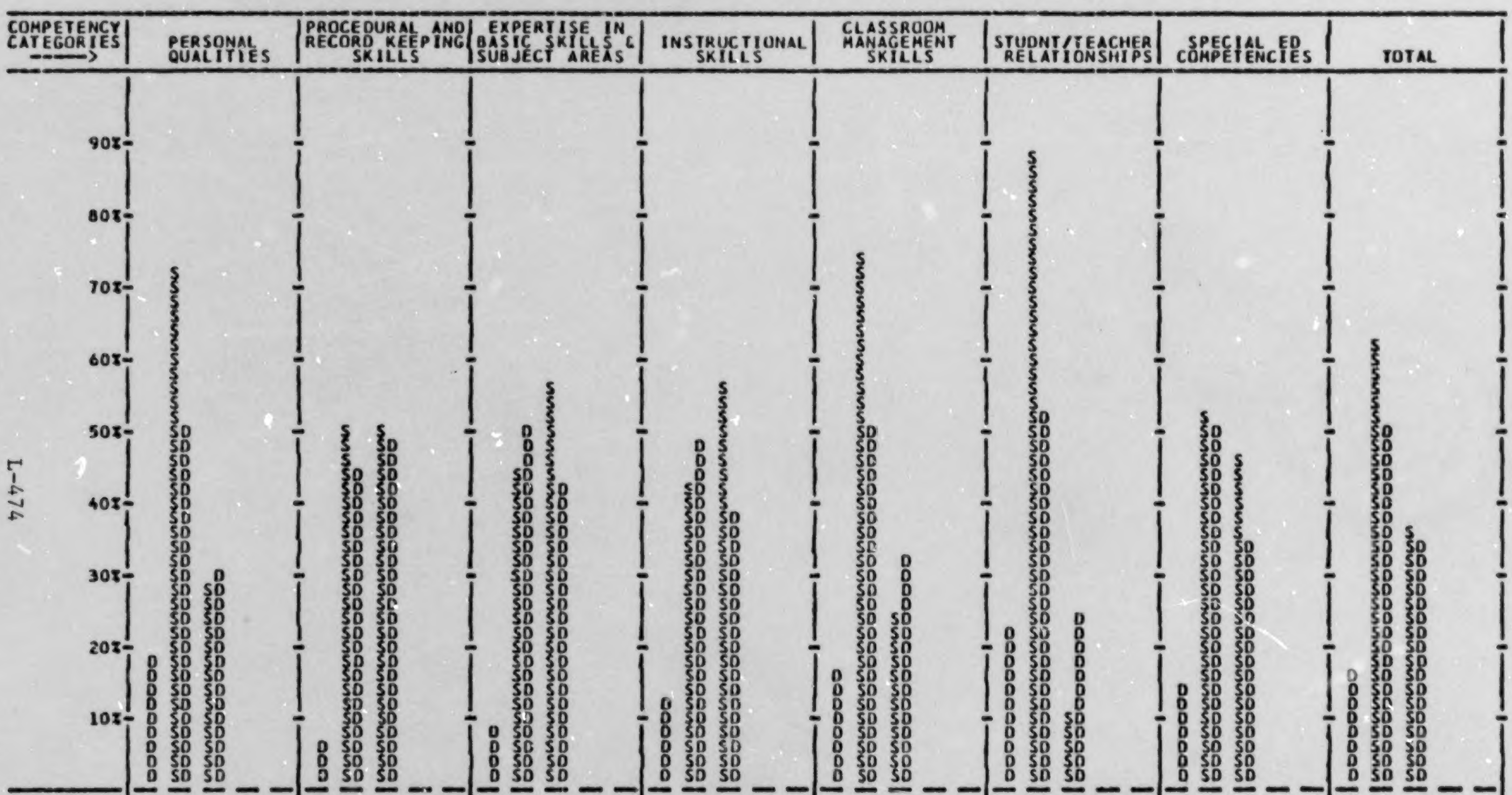
		MEAN RATING
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.13
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.13
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.00
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.88
III4.	TREATS STUDENTS IMPARTIALLY	3.88
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.88
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.88
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.75
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.75
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.75
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.75
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.75
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.75
IA6.	SHOWS ENTHUSIASM FOR WORK	3.75
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.75
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.71
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.71
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.71
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.63
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.63
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.63
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.63
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.57
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.57
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.50
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.50
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.50
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.38
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.38
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.38
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.38
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.38
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.38
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.38
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.38
IA1.	IS PUNCTUAL	3.25
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.17
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.13
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.13

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR SECONDARY SPECIAL EDUCATION CAMPUSES* (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT-WIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ALL SECONDARY SPECIAL ED CAMPUSES.

83.68

I-474



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	0	72	28	0	0	0	50	50	0	0	0	44	56	0	0	0	43	57	0	0	0	75	25	0	0	0	89	11	0	0	0	53	47	0	0	0	63	37	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* TEACHERS AT CLIFTON CENTER HAVING JOB CODES BEGINNING WITH 59. N = 002

83.68

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY SPECIAL ED CAMPUSES IN 1903-1984
(NUMBER OF TEACHERS RATED = 002)

L-475

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7			13	5			
1. IS PUNCTUAL	4.0			2				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			2				
3. EXHIBITS POISE AND SELF-CONTROL	3.5			1	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.0				2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			1	1			
6. SHOWS ENTHUSIASM FOR WORK	4.0			2				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.5			1	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			2				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5			3	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			1	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.5			1	1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			1	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.4			4	5			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			1	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				1			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.5			1	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.5			1	1			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			1	1			
IIB. INSTRUCTIONAL SKILLS	3.4			10	13			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.5			1	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			2				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.5			1	1			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.5			1	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.5			1	1			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.5			1	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			1	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				1			1
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				2			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				2			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.5			1	1			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8			12	4			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0			2				
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.5			1	1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.5			1	1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.5			1	1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			2				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.5			1	1			

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL SECONDARY SPECIAL ED CAMPUSES IN 1983-1984
(NUMBER OF TEACHERS RATED = 002)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.9			16	2			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			2				
4. TREATS STUDENTS IMPARTIALLY	3.5			1	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.5			1	1			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			2				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0			2				
IV. SPECIAL EDUCATION COMPETENCIES	3.5			8	7			1
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	4.0			2				
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.5			1	1			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.5			1	1			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.5			1	1			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	4.0			1				1
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.5			1	1			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.0				2			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.5			1	1			

COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
TEACHERS AT SECONDARY SPECIAL ED CAMPUSES IN 1983-1984
(NUMBER OF TEACHERS RATED = 002)

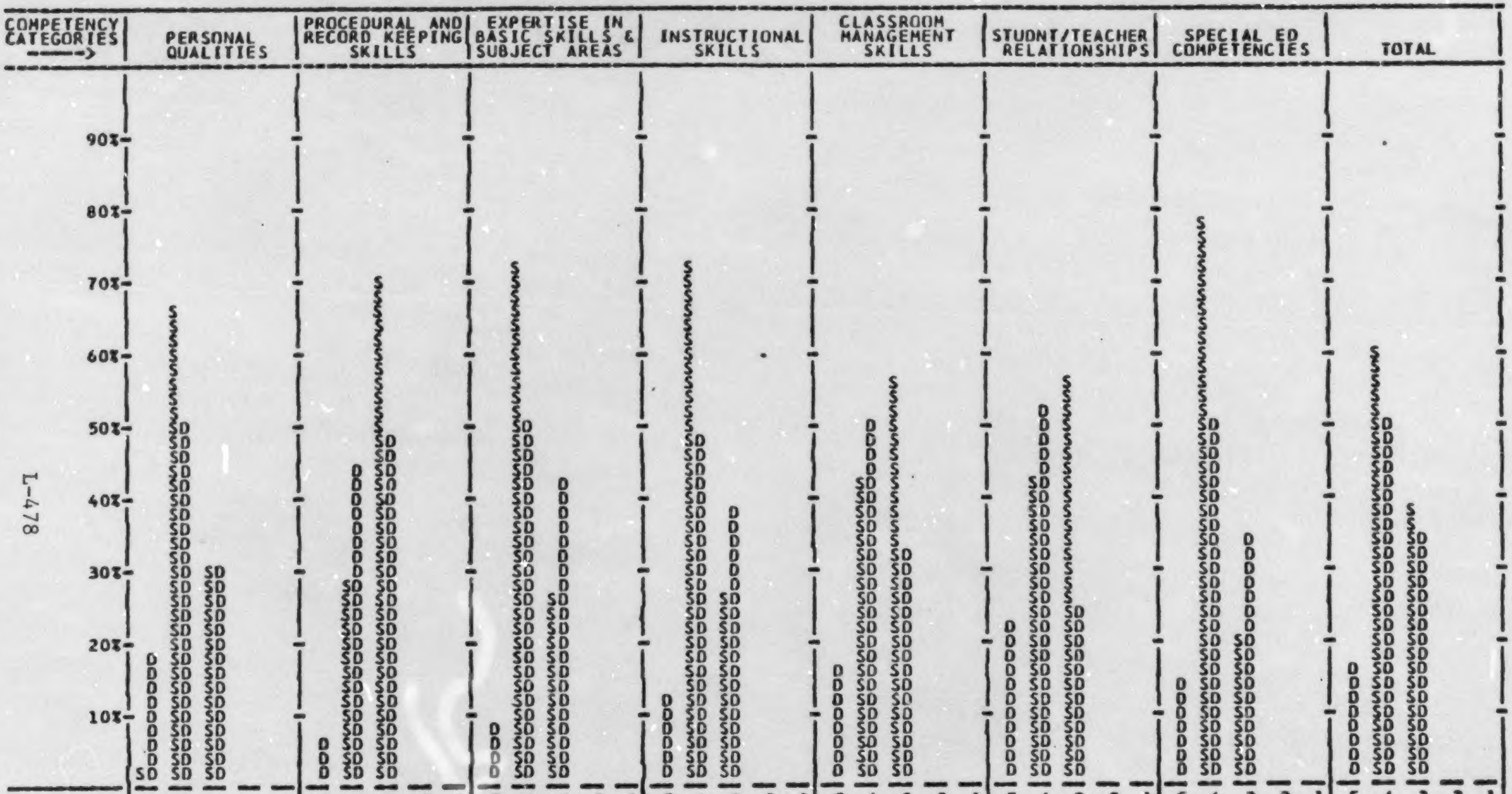
		MEAN RATING
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	4.00
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA6.	SHOWS ENTHUSIASM FOR WORK	4.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.00
IA1.	IS PUNCTUAL	4.00
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.50
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.50
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.50
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.50
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.50
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.50
III4.	TREATS STUDENTS IMPARTIALLY	3.50
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.50
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.50
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.50
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.50
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.50
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.50
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.50
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.50
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.50
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.50
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.50
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.50
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.50
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ALL LEVEL SPECIAL ED ITINERANT TEACHERS* (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ALL LEVEL SPECIAL ED ITINERANT TEACHERS.

83.68

L-478



	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0
SCHOOL:	3	67	30	0	0	0	29	71	0	0	0	73	27	0	0	0	73	27	0	0

	CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	0	43	57	0	0	0	43	57	0	0	0	79	21	0	0	1	61	39	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* ALL LEVEL SPECIAL EDUCATION ITINERANT TEACHERS HAVING JOB CODES BEGINNING WITH 24. N = 007

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL LEVELS SPECIAL ED ITINERANT TEACHERS IN 1983-1984
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.7		2	42	19			
1. IS PUNCTUAL	3.3			2	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.1			1	6			
3. EXHIBITS POISE AND SELF-CONTROL	3.7			5	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0		1	5	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.7			5	2			
6. SHOWS ENTHUSIASM FOR WORK	3.9			6	1			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.9			6	1			
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			7				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0		1	5	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			6	15			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				7			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				7			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9			6	1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.7			16	6			13
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6			4	3			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS								7
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			7				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.7			5	2			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.0				1			6
IIB. INSTRUCTIONAL SKILLS	3.7			54	20			10
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9			6	1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			7				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.6			4	3			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			5	2			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.7			5	2			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.4			3	4			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0			4				3
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.6			4	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES								7
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0			7				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0			7				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			2	5			
IIC. CLASSROOM MANAGEMENT SKILLS	3.4			20	27			9
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.1			1	6			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.1			1	6			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.3			2	5			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.4			2	3			2
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.6			4	3			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.7			5	2			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.7			5	2			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK								7

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL LEVELS SPECIAL ED ITINERANT TEACHERS IN 1983-1984
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.4			25	33			5
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.7			5	2			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.4			3	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.4			3	4			
4. TREATS STUDENTS IMPARTIALLY	3.0				7			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.0				7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7			5	2			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6			4	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.4			3	4			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0			2				5
IV. SPECIAL EDUCATION COMPETENCIES	3.8			44	12			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.9			6	1			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.0			7				
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	4.0			7				
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.9			6	1			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.9			6	1			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.3			2	5			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.7			5	2			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.7			5	2			

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
ALL LEVELS ITINERANY TEACHERS IN 1983-1984
(NUMBER OF TEACHERS RATED = 007)

		MEAN RATING
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	4.00
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	4.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.00
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.86
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.86
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.86
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.86
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.86
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.86
IA6.	SHOWS ENTHUSIASM FOR WORK	3.86
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.71
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.71
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.71
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.71
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.71
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.71
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.71
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.71
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.71
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.71
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.71
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.57
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.57
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.57
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.57
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.57
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.43
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.43
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.43
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.43
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.40
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.29
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.29
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.29
IA1.	IS PUNCTUAL	3.29
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.14
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.14
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.14
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.00
III4.	TREATS STUDENTS IMPARTIALLY	3.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	0.00
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	0.00
[illegible]2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	0.00

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1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ELEMENTARY SPECIAL ED ITINERANT TEACHERS* (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT-WIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ALL ELEMENTARY ITINERANT TEACHERS.

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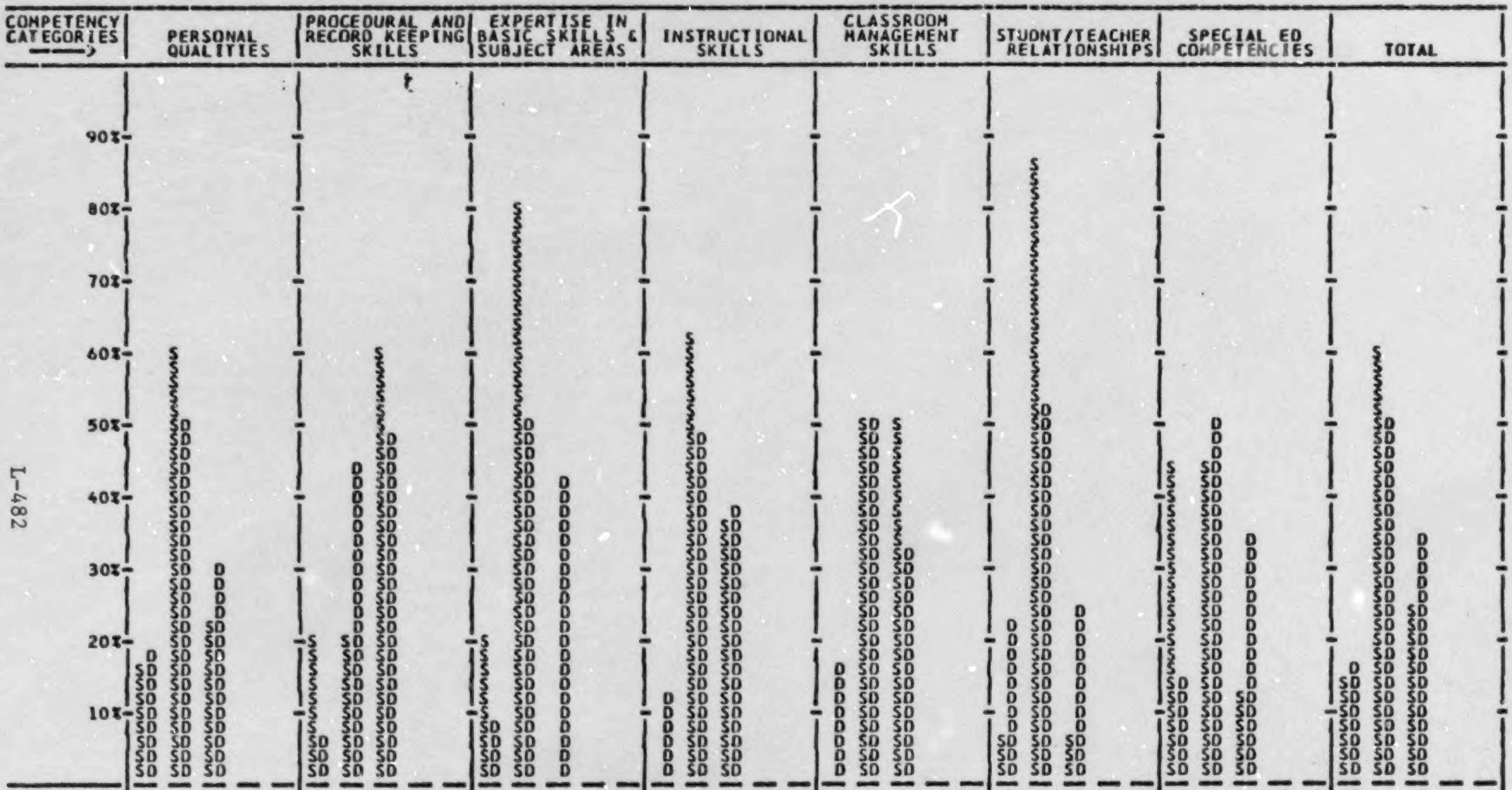

COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD =	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	17	61	22	0	0	20	20	60	0	0	20	80	0	0	0	0	63	37	0	0	0	50	50	0	0	7	86	7	0	0	44	44	13	0	0	15	60	25	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* ELEMENTARY SPECIAL EDUCATION ITINERANT TEACHERS HAVING JOB CODES BEGINNING WITH 48. N = 002

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL ED ITINERANT TEACHERS IN 1983-1984
(NUMBER OF TEACHERS RATED = 002)

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.9		3	11	4			
1. IS PUNCTUAL	4.0		1		1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.5			1	1			
3. EXHIBITS POISE AND SELF-CONTROL	3.5			1	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5			1	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			2				
6. SHOWS ENTHUSIASM FOR WORK	4.5		1	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		1	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			2				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.0			2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.6		1	1	3			1
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			1	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				1			1
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0		1		1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		1	4				5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			1				1
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS								2
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.5		1	1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			2				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM								2
IIB. INSTRUCTIONAL SKILLS	3.6			12	7			5
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			2				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			2				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			2				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			1				1
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			2				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.0				1			1
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.5			1	1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.5			1	1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.5			1	1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				1			1
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				1			1
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.0				1			1
IIC. CLASSROOM MANAGEMENT SKILLS	3.5			4	4			8
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG								2
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.0				2			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				1			1
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				1			1
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			2				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES								2
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK								2

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SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR ALL ELEMENTARY SPECIAL ED ITINERANT TEACHERS IN 1983-1984
(NUMBER OF TEACHERS RATED = 002)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.0		1	12	1			4
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			2				
4. TREATS STUDENTS IMPARTIALLY	4.0			1				1
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			1	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.5		1	1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			1				1
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			2				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING								2
IV. SPECIAL EDUCATION COMPETENCIES	4.3		7	7	2			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	4.5		1	1				
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.5		1	1				
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	4.5		1	1				
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.5		1	1				
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.5			1	1			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.0		1		1			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.5		1	1				
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.5		1	1				

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION ELEMENTARY ITINERANT TEACHERS IN 1983-1984

(NUMBER OF TEACHERS RATED = 002)

		MEAN RATING
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.50
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	4.50
IV4.	INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	4.50
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	4.50
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	4.50
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	4.50
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.50
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.50
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.50
IA6.	SHOWS ENTHUSIASM FOR WORK	4.50
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.00
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.00
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.00
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA1.	IS PUNCTUAL	4.00
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.50
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.50
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.50
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.50
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.50
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.50
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.50
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.00
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	0.00
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	0.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	0.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	0.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	0.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	0.00

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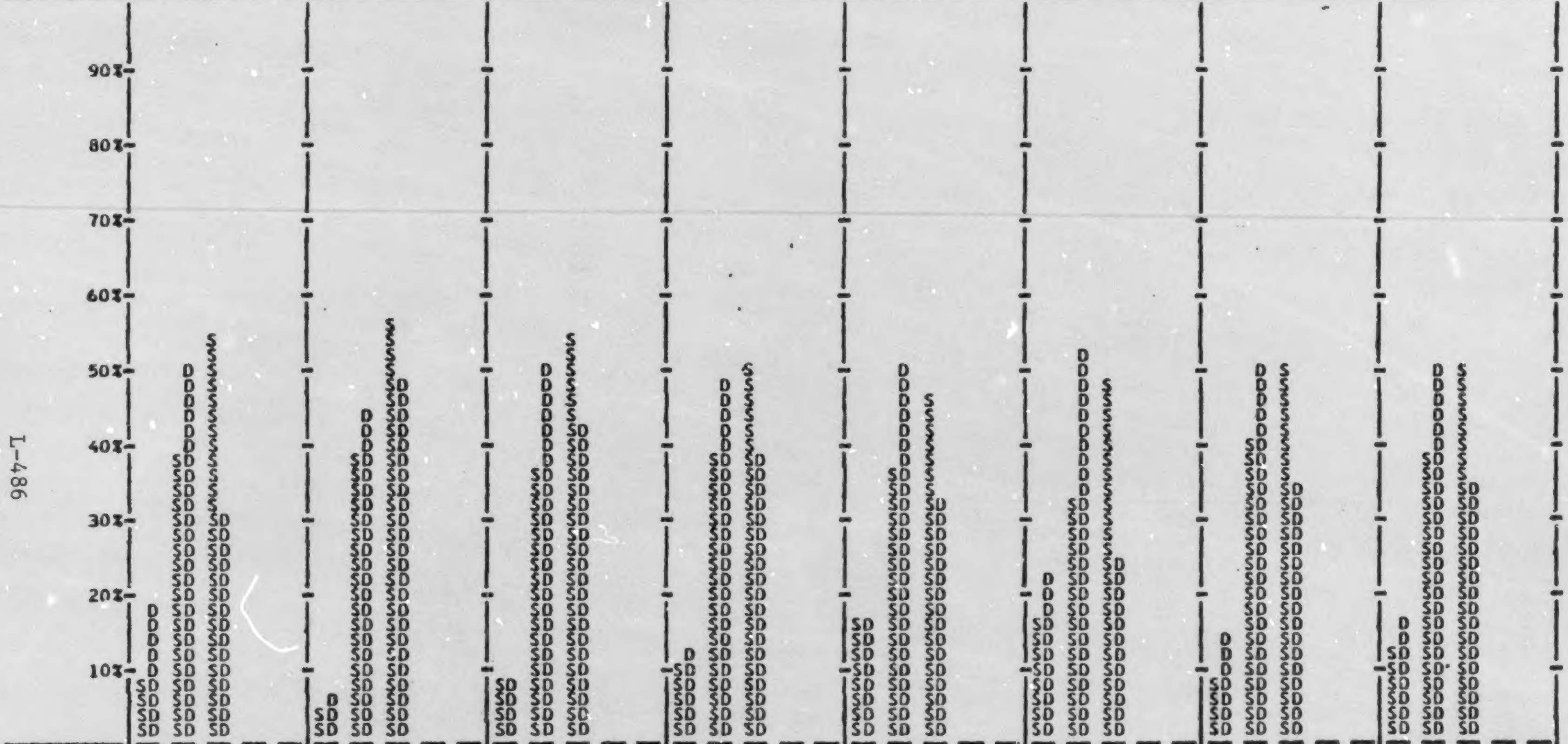
1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR ITINERANT SPEECH THERAPISTS* (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS ITINERANT SPEECH THERAPISTS.



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COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL :	8	38	54	0	0	5	38	57	0	0	9	36	55	0	0	11	39	50	0	0	17	36	47	0	0	17	33	49	0	0	9	41	50	0	0	12	38	51	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

* ITINERANT SPEECH THERAPISTS SERVING ELEMENTARY/SECONDARY SCHOOLS. N = 007

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS FOR
ITINERANT SPEECH THERAPISTS IN ELEM/SEC SCHOOLS IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.5		5	24	34			
1. IS PUNCTUAL	3.4			3	4			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.4			3	4			
3. EXHIBITS POISE AND SELF-CONTROL	3.3			2	5			
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.7		1	3	3			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.4			3	4			
6. SHOWS ENTHUSIASM FOR WORK	3.7		2	1	4			
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.7		1	3	3			
8. DEMONSTRATES PROFESSIONAL GROWTH	3.4			3	4			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.7		1	3	3			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.5		1	8	12			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			3	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.4			3	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.6		1	2	4			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.5		3	12	18			1
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.6		1	2	4			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.3			2	4			1
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7		2	1	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.6			4	3			
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.5			3	3			
IIB. INSTRUCTIONAL SKILLS	3.6		9	33	42			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.6		1	2	4			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.7		1	3	3			
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.9		1	4	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.4			3	4			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.4			3	4			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7		1	3	3			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.0		2	3	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.9		2	2	3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.4			3	4			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.4			3	4			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.3			2	5			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.6		1	2	4			
IIC. CLASSROOM MANAGEMENT SKILLS	3.7		9	19	25			2
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.7		1	3	3			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.6			4	3			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.6			4	3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.1			1	6			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		3	3	1			
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		3	1	3			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.9		2	2	3			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.3			1	3			2

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS FOR
ITINERANT SPEECH THERAPISTS IN ELEM/SEC SCHOOLS IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.7		11	21	31			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		2	2	3			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.7		1	3	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.6		1	2	4			
4. TREATS STUDENTS IMPARTIALLY	3.7		2	1	4			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.1		2	4	1			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7		1	3	3			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.6		1	2	4			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	3	3			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.1			1	6			
IV. SPECIAL EDUCATION COMPETENCIES	3.6		5	23	28			
1. ENSURES THAT ALL STUDENTS HAVE INDIV. EDUCATIONAL PLANS	3.6		1	2	4			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.7			5	2			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.3			2	5			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.6		1	2	4			
5. FAMILIARITY WITH AND UTILIZATION OF LOCAL RESOURCES	3.3			2	5			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.6		1	2	4			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.7		1	3	3			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.0		1	5	1			

83.68

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COMPETENCIES BY RANK ORDER FOR ALL SPECIAL EDUCATION
ITINERANT SPEECH THERAPISTS IN ELEM/SEC SCHOOLS IN 1983-84
(NUMBER OF TEACHERS RATED = 007)

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.29
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.14
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.00
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.86
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.86
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.86
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.86
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.71
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.71
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.71
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.71
III4.	TREATS STUDENTS IMPARTIALLY	3.71
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.71
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.71
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.71
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.71
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.71
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.71
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.71
IA6.	SHOWS ENTHUSIASM FOR WORK	3.71
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.71
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.57
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.57
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.57
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.57
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.57
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.57
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.57
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.57
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.57
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.57
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.57
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.57
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.43
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.43
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.43
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.43
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.43
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.43
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.43
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.43
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.43
IA1.	IS PUNCTUAL	3.43
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.33
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.29
IV3.	EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.29
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.29
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.29
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.25
[illegible]9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.14

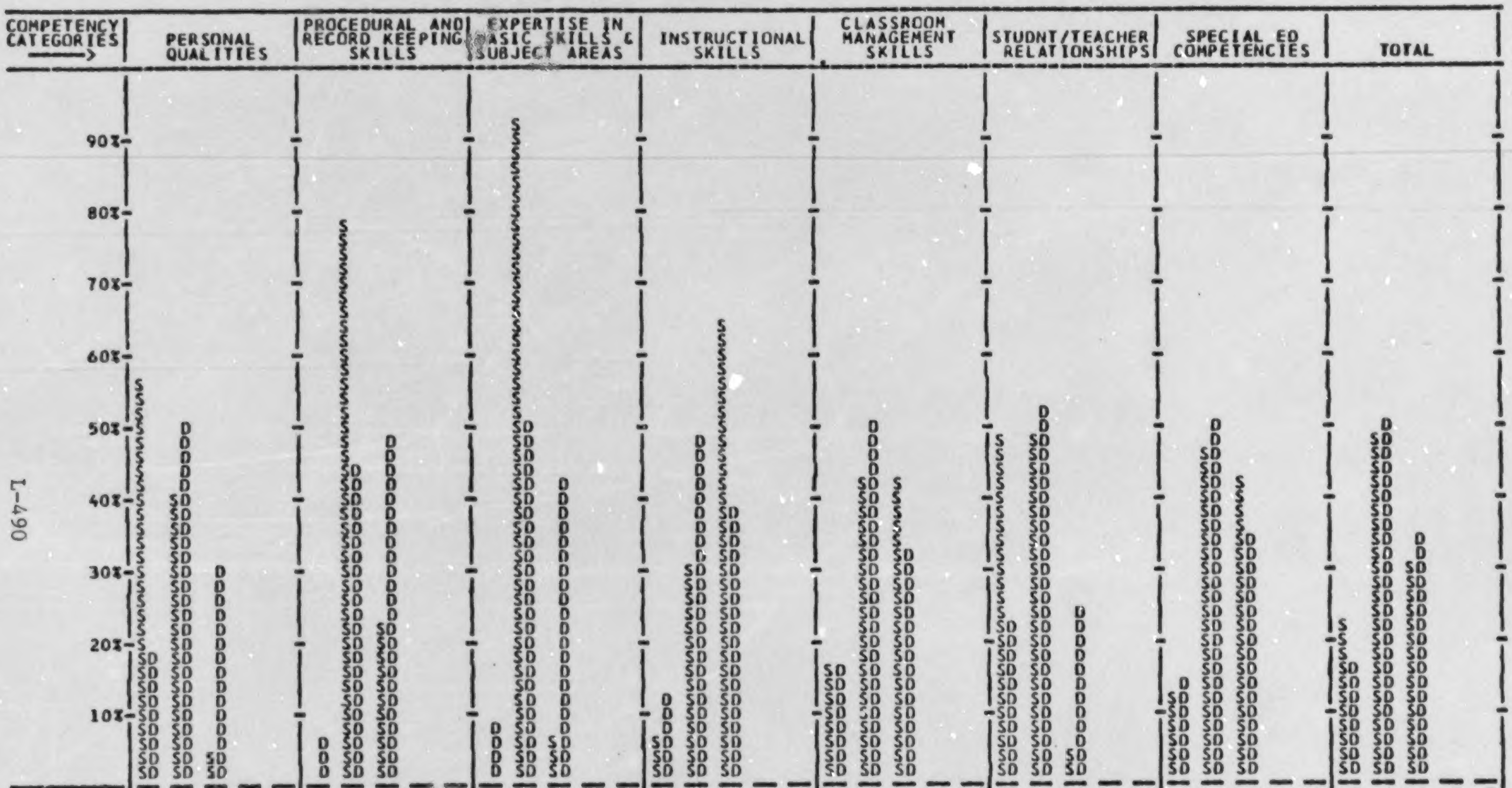
L-489

803

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR RIO GRANDE (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68



L-490

PERCENT OF RESPONSES:	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	56	41	4	0	0	0	78	22	0	0	0	93	7	0	0	6	31	64	0	0	17	42	42	0	0	48	48	4	0	0	13	46	42	0	0	23	48	30	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 003

805

804

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT D. A. C. IN 1983-84
(NUMBER OF TEACHERS RATED = 003)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.5		15	11	1			
1. IS PUNCTUAL	5.0		3					
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.7		2	1				
3. EXHIBITS POISE AND SELF-CONTROL	4.3		1	2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.7		2	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.7		2	1				
6. SHOWS ENTHUSIASM FOR WORK	4.7		2	1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.7		2	1				
8. DEMONSTRATES PROFESSIONAL GROWTH	3.7			2	1			
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	4.3		1	2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8			7	2			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.3			1	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0			3				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0			3				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9			14	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			3				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			3				
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.7			2	1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			3				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			3				
IIB. INSTRUCTIONAL SKILLS	3.4		2	11	23			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.3		2		1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			3				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	3.3			1	2			
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.7			2	1			
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.0				3			
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.7			2	1			
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.3			1	2			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.0				3			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.3			1	2			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.0				3			
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	3.0				3			
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.3			1	2			
IIC. CLASSROOM MANAGEMENT SKILLS	3.8		4	10	10			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.0		1	1	1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.0			3				
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				3			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				3			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.7		2	1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.3		1	2				
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.0			3				
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.0				3			

L-491

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT D. A. C. IN 1983-84
(NUMBER OF TEACHERS RATED = 003)

	MEAN	INSUFF INFO X	OUT- STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC- CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	4.4		13	13	1			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.7		2	1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.3		2		1			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		1	2				
4. TREATS STUDENTS IMPARTIALLY	4.3		1	2				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.3		1	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.7		2	1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.7		2	1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.7		2	1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.0			3				
IV. SPECIAL EDUCATION COMPETENCIES	3.7		3	11	10			
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	4.0			3				
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.3			1	2			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.3			1	2			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.3			1	2			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.3			1	2			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.7		2	1				
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.7			2	1			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.0		1	1	1			

83.68

L-492

COMPETENCIES BY RANK ORDER
FOR TEACHERS IN D. A. C. IN 1983-84
(NUMBER OF TEACHERS RATED = 003)

		MEAN RATING
IA1.	IS PUNCTUAL	5.00
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	4.67
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.67
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.67
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.67
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.67
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.67
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.67
IA6.	SHOWS ENTHUSIASM FOR	4.67
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.67
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.67
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.67
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.33
III4.	TREATS STUDENTS IMPARTIALLY	4.33
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.33
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.33
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.33
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.33
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	4.33
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.33
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	4.00
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	4.00
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	4.00
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	4.00
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	4.00
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.67
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.67
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.67
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	3.67
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.67
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.33
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.33
IV3.	EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY	3.33
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.33
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.33
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.33
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.33
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.33
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.33
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.00
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.00
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.00
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.00
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.00
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.00
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.00

I-493

810

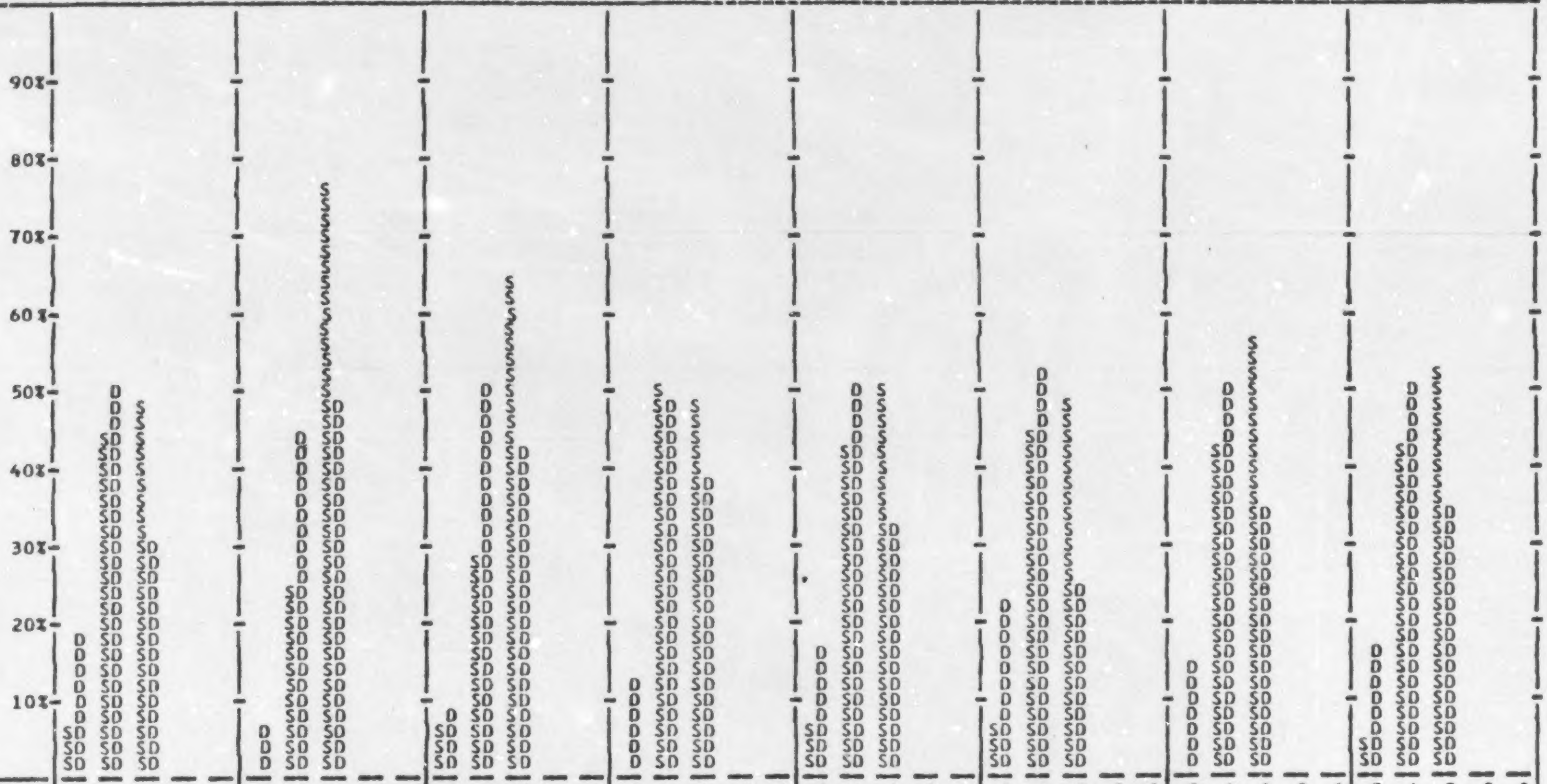
1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR DEVELOPMENTAL CENTER

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

83.68

L-494



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0
SCHOOL:	7	45	48	0	0	0	24	76	0	0	7	29	64	0	0	1	51	48	0	0

COMPETENCY CATEGORIES ——>	CLASSROOM MANAGEMENT SKILLS					STUDNT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	7	43	51	0	0	7	44	49	0	0	0	43	57	0	0	4	43	53	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 015

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*    0802 ALL SPECIAL ED TEACHERS                                     0650
// EXEC ,SIZE=200K                                                    0660

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
 FOR TEACHERS AT DEVELOPMENTAL CENTER IN 1983-84                                 INSUFF     OUT-              GOOD/    MINIM    UNAC-      NOT
 (NUMBER OF TEACHERS RATED = 015)                                   MEAN     INFO    STAND   STRONG   EXPECT   ACCEPT     CEPT   APPLIC
                                                                                X        5        4        3        2        1        0
                                                                 ------   ------   ------   ------   ------   ------   ------   ------
 IA. PERSONAL QUALITIES                                             3.6                 9       61       65
   1. IS PUNCTUAL                                                   3.0                                  15
   2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            3.2                          3       12
   3. EXHIBITS POISE AND SELF-CONTROL                               3.4                          6        9
   4. PRESENTS AN EFFECTIVE ROLE MODEL                              3.4                 2        2       11
   5. USES COMMON SENSE/BEHAVES REALISTICALLY                       3.6                          9        6
   6. SHOWS ENTHUSIASM FOR WORK                                     4.1                 1       14
   7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.1                 3       11        1
   8. DEMONSTRATES PROFESSIONAL GROWTH                              3.9                 2       10        3
   9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS              3.5                 1        6        8

 IB. PROCEDURAL AND RECORDKEEPING SKILLS                            3.2                         11       34
   1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.1                          1       14
   2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         3.1                          2       13
   3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        3.5                          8        7

IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS                    3.4                 5       22       48
   1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     3.0                                  15
   2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.0                                  15
   3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT          4.2                 5        8        2
   4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        3.5                          7        8
   5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM        3.5                          7        8

IIB. INSTRUCTIONAL SKILLS                                           3.5                 2       88       83                                6
   1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.7                         11        4
   2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.5                          8        7
   3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES        3.5                          7        8
   4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT          3.1                          1       14
   5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT               3.3                          5       10
   6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM        3.6                          9        6
   7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU        3.7                         11        4
   8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       3:9                 1       11        3
   9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                  3.5                          4        4                                6
  10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG        3.5                          7        8
  11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY                 3.5                          8        7
  12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS       3.5                 1        6        8

IIC. CLASSROOM MANAGEMENT SKILLS                                    3.6                 8       51       61
   1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG       3.3                          5       10
   2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS         3.0                                  15
   3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST               3.3                          4       11
   4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT              3.3                          5       10
   5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.3                 4       11
   6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     4.1                 2       12        1
   7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                  3.9                 1       11        3
   8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK       3.3                 1        3       11
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83.68

L-495

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT DEVELOPMENTAL CENTER IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.6		9	60	66			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.9		3	8	4			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.9		3	8	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.2			3	12			
4. TREATS STUDENTS IMPARTIALLY	3.1			1	14			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.5			8	7			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.7			11	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.9		2	10	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	3.7		1	8	6			
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.2			3	12			
IV. SPECIAL EDUCATION COMPETENCIES	3.4			52	68			
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS	3.1			2	13			
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.5			8	7			
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY	3.5			8	7			
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.7			11	4			
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.3			4	11			
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.4			6	9			
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.2			3	12			
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.7			10	5			

83.68

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN DEVELOPMENTAL CENTER IN 1983-84
(NUMBER OF TEACHERS RATED = 015)

L-497

		MEAN RATING
IIC5.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.27
IIA3.	HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.20
IA7.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.13
IIC6.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.07
IA6.	SHOWS ENTHUSIASM FOR	4.07
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.93
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.93
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	3.93
IA8.	DEMONSTRATES PROFESSIONAL GROWTH	3.93
IIC7.	INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.87
IIB8.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.87
IV4.	INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN	3.73
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	3.73
IIB7.	PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.73
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.73
IV8.	PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW	3.67
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.67
IIB6.	MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	3.60
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.60
IV3.	EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY	3.53
IV2.	FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU	3.53
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.53
IIB12.	REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS	3.53
IIB11.	INTERPRETS OWN TESTS AND EVALUATION ACCURATELY	3.53
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.53
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.53
IA9.	WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS	3.53
IIB9.	UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.50
IIB10.	PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	3.47
IIB3.	DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES	3.47
IIA5.	TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	3.47
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	3.47
IV6.	CONDUCTS PARENT CONFERENCES EFFECTIVELY	3.40
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.40
IA3.	EXHIBITS POISE AND SELF-CONTROL	3.40
IIC8.	PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	3.33
IIC4.	ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.33
IIC1.	MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.33
IIB5.	PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	3.33
IV5.	FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES	3.27
IIC3.	ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.27
IV7.	COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF	3.20
III9.	MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.20
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	3.20
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.20
IV1.	ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS	3.13
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.13
III4.	TREATS STUDENTS IMPARTIALLY	3.07
IIB4.	DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	3.07
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.07
IIC2.	IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.00
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.00
IA1.	IS PUNCTUAL	3.00

1983-84 SUMMARY OF SPECIAL ED EVALUATIONS FOR OTHER LOCATIONS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICTWIDE FIGURES FOR ALL SPECIAL ED TEACHERS; "S" SHOWS THIS SCHOOL ONLY.

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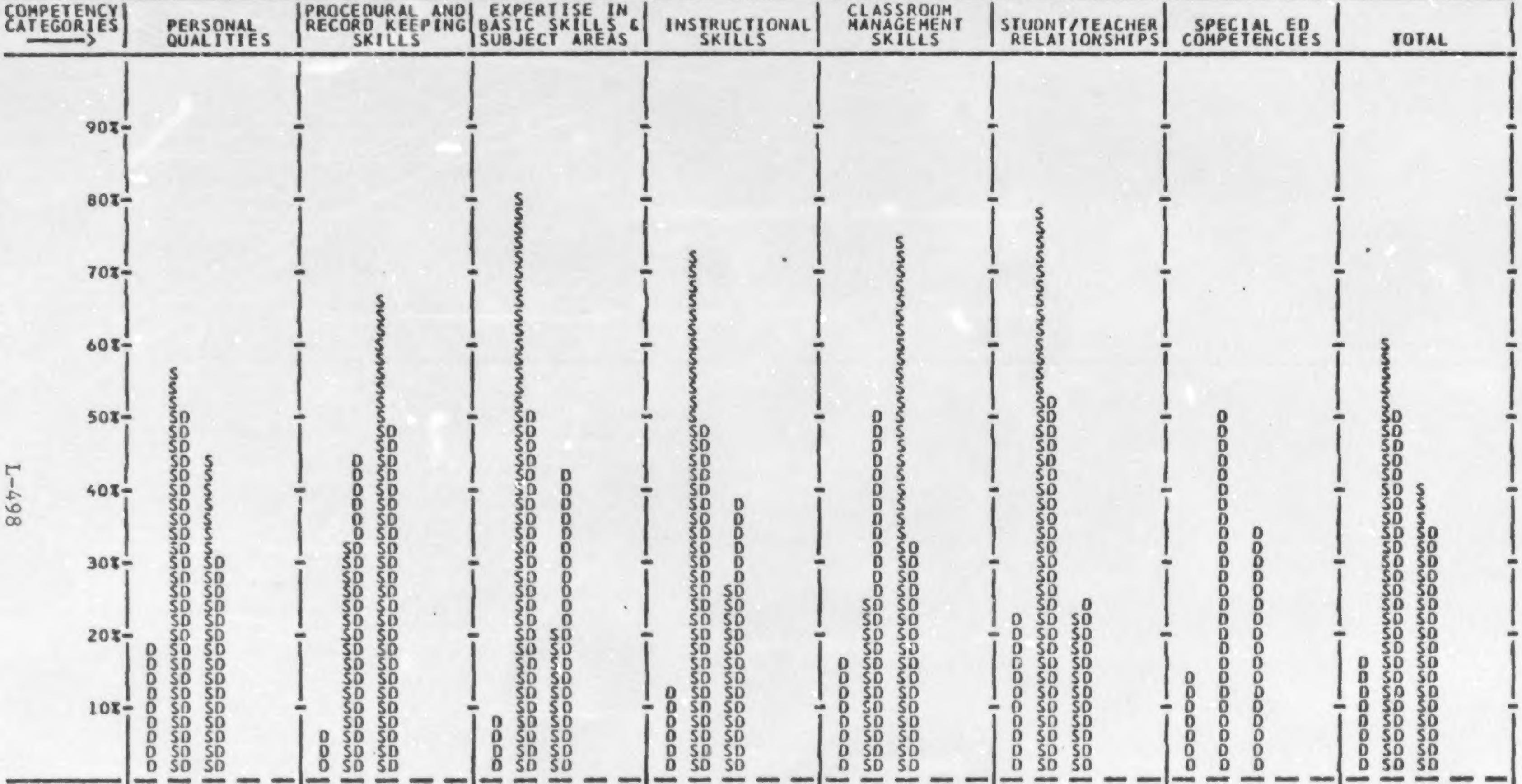
I-498



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					CLASSROOM MANAGEMENT SKILLS					STUDENT/TEACHER RELATIONSHIPS					SPECIAL ED COMPETENCIES					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	19	51	30	0	0	7	44	48	1	0	8	50	42	0	0	12	49	39	0	0	17	51	32	0	0	23	52	25	0	0	15	51	34	0	0	16	50	34	0	0
SCHOOL:	0	56	44	0	0	0	33	67	0	0	0	80	20	0	0	0	73	27	0	0	0	25	75	0	0	0	78	22	0	0	0	0	0	0	0	0	60	40	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF TEACHERS RATED = 001

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT OTHER LOCATIONS IN 1983-84
(NUMBER OF TEACHERS RATED = 001)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	3.6			5	4			
1. IS PUNCTUAL	3.0				1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			1				
3. EXHIBITS POISE AND SELF-CONTROL	3.0				1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.0			1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.0				1			
6. SHOWS ENTHUSIASM FOR WORK	4.0			1				
7. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			1				
8. DEMONSTRATES PROFESSIONAL GROWTH	4.0			1				
9. WORKS EFFECTIVELY W/TEACHERS AND SUPPORT PERSONS	3.0				1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.3			1	2			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	4.0			1				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.8			4	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			1				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				1			
3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT	4.0			1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.0			1				
5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM	4.0			1				
IIB. INSTRUCTIONAL SKILLS	3.7			8	3			1
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			1				
3. DESIGNS LSNS W/VARIETY MATERIALS, TECHN AND ACTIVITIES	4.0			1				
4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT	4.0			1				
5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT	4.0			1				
6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM	4.0			1				
7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU	3.0				1			
8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	3.0				1			
9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES	3.0				1			
10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG	4.0			1				
11. INTERPRETS OWN TESTS AND EVLUATION ACCURATELY	4.0			1				
12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS								1
IIC. CLASSROOM MANAGEMENT SKILLS	3.3			2	6			
1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG	3.0				1			
2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS	3.0				1			
3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST	3.0				1			
4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT	3.0				1			
5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			1				
6. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.0				1			
7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES	3.0				1			
8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK	4.0			1				

SUMMARY OF SPECIAL ED TEACHER EVALUATION RATINGS
FOR TEACHERS AT OTHER LOCATIONS IN 1983-84
(NUMBER OF TEACHERS RATED = 001)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/TEACHER RELATIONSHIPS	3.8			7	2			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			1				
4. TREATS STUDENTS IMPARTIALLY	4.0			1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.0				1			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			1				
9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING	3.0				1			
IV. SPECIAL EDUCATION COMPETENCIES								
1. ENSURES THAT ALL STUDENTSHAVE INDIVIDUAL EDUCATIONAL PLANS								
2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU								
3. EVALUATES AND UPDATES INDIV STU PLANS REGULARLY								
4. INSTRUCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN								
5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES								
6. CONDUCTS PARENT CONFERENCES EFFECTIVELY								
7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF								
8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW								

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COMPETENCIES BY RANK ORDER
FOR TEACHERS IN OTHER LOCATIONS      IN 1983-84                     MEAN
(NUMBER OF TEACHERS RATED = 001)                                   RATING
                                                                   ------
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.00
 III4. TREATS STUDENTS IMPARTIALLY                                  4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS          4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     4.00
 IIC8. PROVIDES ENRICHMENT ACTIV FOR ALL STU WHO COMPLETE WORK      4.00
 IIC5. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.00
IIB12. REPORTS TEST AND EVALUATION DATA COMPETENTLY TO PARENTS      4.00
IIB11. INTERPRETS OWN TESTS AND EVALUATION ACCURATELY               4.00
IIB10. PREPARES APPRO TEST AND EVALUATION TO MEASURE STU LRNG       4.00
 IIB6. MAKES CLEAR TO STUDENTS STANDARDS FOR LEARNING PERFORM       4.00
 IIB5. PREPARES WRITTEN LSN PLANS W/OBJECTIVES EVIDENT              4.00
 IIB4. DESIGNS LSNS W/CLEAR, LOGICAL AND SEQUENTIAL CONTENT         4.00
 IIB3. DESIGNS LSNS W/VARIETY MATERIAL, TECHN AND ACTIVITIES        4.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         4.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  4.00
 IIA5. TEACHES LESSONS AND UNITS THAT REFLECT AISD CURRICULUM       4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION       4.00
 IIA3. HAS KNOWLEDGE AND BROAD BACKGROUND IN SUBJECT TAUGHT         4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       4.00
  IA8. DEMONSTRATES PROFESSIONAL GROWTH                             4.00
  IA7. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.00
  IA6. SHOWS ENTHUSIASM FOR                                         4.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           4.00
  IV1. ENSURES ALL STUDENTS HAVE INDIVIDUAL EDUCATIONAL PLANS        3.33
  IV8. PARTICIPATES ACTIVELY/EFFECTIVELY IN EACH STU REVIEW         3.00
  IV7. COORDINATES SPECIAL ED ACTIVITIES WITH TEACHERS/STAFF        3.00
  IV6. CONDUCTS PARENT CONFERENCES EFFECTIVELY                      3.00
  IV5. FAMILIARITY WITH/UTILIZATION OF LOCAL RESOURCES              3.00
  IV4. INSTURCTS STU ACCORDING TO INDIV EDUCATIONAL PLAN            3.00
  IV3. EVALUATES ADN UPDATES INDIV STU PLANS REGULARLY              3.00
  IV2. FLLWS FORMAL/INFORMAL DIAGN PROCEDURES IN ASSESSING STU      3.00
 III9. MOVES AROUND THE ROOM TO FACILITATE INDIVIDUAL LEARNING      3.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         3.00
 IIC7. INVOLVES ALL STUDENTS IN LEARNING ACTIVITIES                 3.00
 IIC6. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    3.00
 IIC4. ALLOCATES TIME TO INCLUDE PRES ALL APPRO CONTENT             3.00
 IIC3. ORGANIZES CLASS ROUTINES SO LITTLE TIME IS LOST              3.00
 IIC2. IS PREPARED TO BEGIN TEACHING AT BEGINNING EACH CLASS        3.00
 IIC1. MAINTAINS CLASS CONTROL IN ATMOSPHERE CONDUCIVE TO LRNG      3.00
 IIB9. UTILIZES A VARIETY OF QUESTIONING STRATEGIES                 3.00
 IIB8. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      3.00
 IIB7. PRESENTS SUBJ APPRO TO NEEDS, ABIL AND INTEREST OF STU       3.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS            3.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        3.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    3.00
  IA9. WORKS EFFECTIVELY WITH TEACHERS AND SUPPORT PERSONS          3.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      3.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                              3.00
  IA1. IS PUNCTUAL                                                  3.00
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1983-84 SUMMARY OF EVALUATIONS FOR ALL COUNSELORS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES.
"D" INDICATES DISTRICTWIDE FIGURES FOR ALL COUNSELORS.

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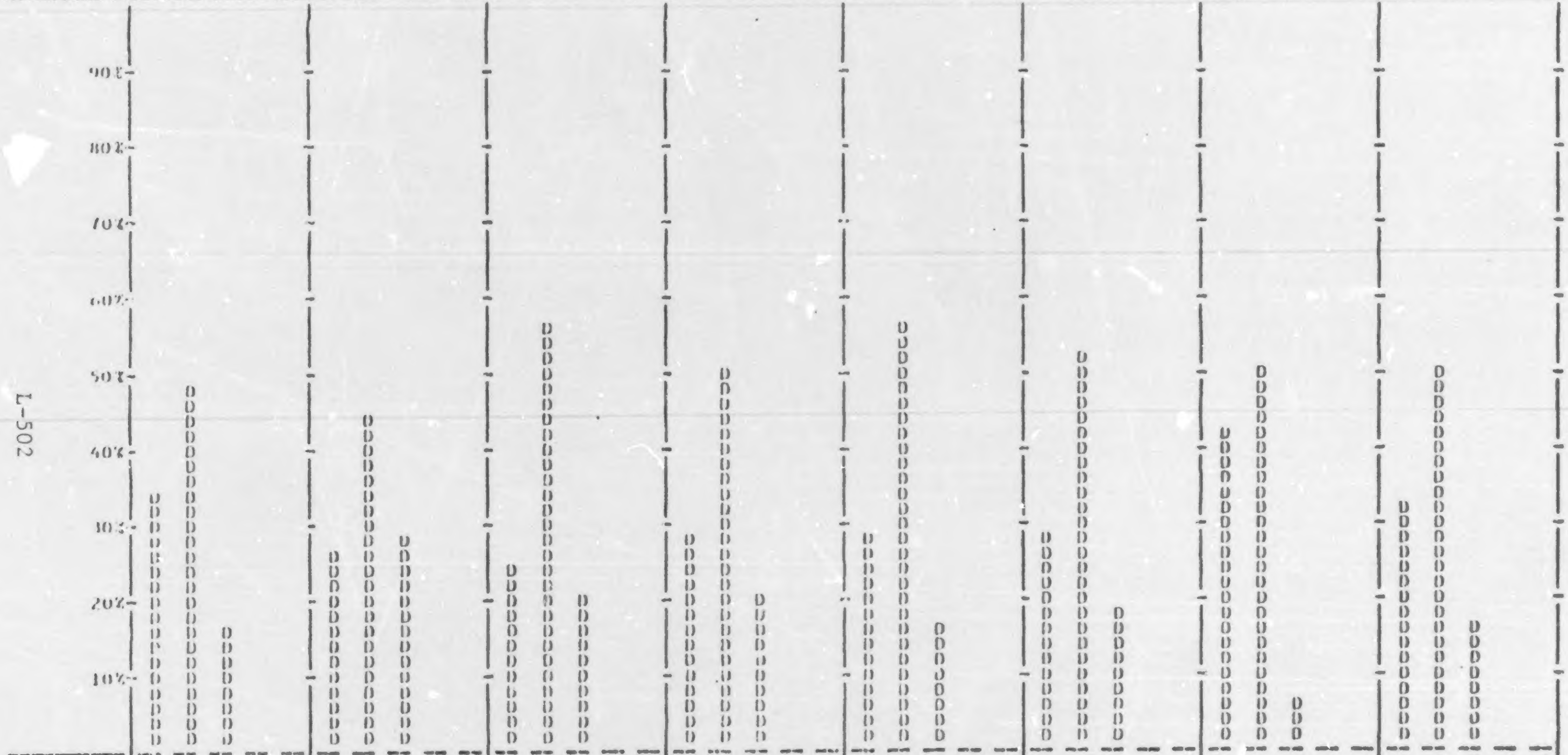

COMPETENCY CATEGORIES ---->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
ALSO :	35	49	16	0	0	26	44	29	1	0	24	56	20	0	0	29	50	21	0	0	29	56	16	0	0	29	52	19	0	0	43	51	6	0	0	32	51	17	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF COUNSELORS RATED = 035

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SUMMARY OF COUNSELOR EVALUATION RATINGS
FOR ALL COUNSELORS IN 1983-84
(NUMBER OF COUNSELORS RATED = 035)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		146	205	68			
1. IS PUNCTUAL	3.9		8	14	12			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		11	14	10			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		11	21	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		12	21	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		15	15	5			
6. USES GOOD JUDGEMENT	4.1		13	14	8			
7. DEMONSTRATES A SENSE OF HUMOR	4.2		12	17	6			
8. SHOWS ENTHUSIASM FOR WORK	4.3		14	18	3			
9. SHOWS INITIATIVE AND IMAGINATION	4.2		14	15	6			
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		16	18	1			
11. DEMONSTRATES PROFESSIONAL GROWTH	4.0		8	20	7			
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.2		12	18	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.9		18	31	20	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.8		7	15	12	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.1		11	16	8			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0	1	40	95	34			5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0		7	22	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.7	1	2	15	12			5
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.3		12	20	3			
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.2		12	18	5			
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	4.0		7	20	8			
IIB. ASSESSMENT SKILLS	4.1		49	86	36			4
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.1		9	21	5			
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.2		14	11	7			3
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	3.9		8	17	10			
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	4.0		9	17	9			
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.1		9	20	5			1
IIC. MANAGEMENT SKILLS	4.1		20	39	11			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.9		6	20	9			
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.3		14	19	2			
IID. COUNSELOR COMPETENCIES	4.1	5	109	192	71			43
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	4.2		13	15	7			
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.2		12	19	4			
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	4.0	1	6	22	5			1
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.1		10	17	6			2
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.1		8	12	5			10
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	4.1		9	11	7			8
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	3.8	1	4	11	8			11
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.8	1	4	10	9			11
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.5		17	17	1			
10. AIDS UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.2	1	12	17	5			
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	4.0	1	7	21	6			
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	4.0		7	20	8			
III. STUDENT/COUNSELOR RELATIONSHIPS	4.4		90	107	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		17	17	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		13	17	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.4		16	17	2			
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.3		13	20	2			
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.3		14	19	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERSTA	4.5		17	17	1			

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COMPETENCIES BY RANK ORDER
FOR ALL COUNSELORS IN 1983-84                                          MEAN
NUMBER OF COUNSELORS RATED = 0351                                      RATING
                                                                       ------
IIB6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST           4.46
IIB1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                          4.46
IID9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS            4.46
IA10. EXHIBITS AN OVERALL POSITIVE ATTITUDE                             4.43
IIB3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                      4.40
IIB5. RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP           4.34
IIC2. PRACTICES POSTIVE REINFORCEMENT TECHNIQUES                        4.34
IIB4. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS             4.31
 IA8. SHOWS ENTHUSIASM FOR WORK                                         4.31
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                           4.29
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                  4.29
IIA3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION            4.26
IIB7. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS               4.23
IID2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT           4.23
 IA9. SHOWS INITIATIVE AND IMAGINATION                                  4.23
 IA3. EXHIBITS POISE AND SELF-CONTROL                                   4.23
IIE2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY               4.22
IID10. AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES          4.21
IIA4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING                  4.20
IA12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF            4.20
IID1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING             4.17
 IA7. DEMONSTRATES A SENSE OF HUMOR                                     4.17
 IA6. USES GOOD JUDGEMENT                                               4.14
IID5. PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS               4.12
IID4. CONDUCTS AN EFFECTIVE GUIDANCE [illegible]GRAM                    4.12
IIE5. PLANS A GUIDANCE PROGRAM BASED [illegible] SCHOOL NEEDS           4.12
IIE1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS              4.11
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE             4.09
IID6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES                  4.07
IID11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG          4.03
IID3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP           4.03
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                         4.03
IA11. DEMONSTRATES PROFESSIONAL GROWTH                                  4.03
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS                4.03
IIE4. REPORTS TEST AND EVALUATION DATA COMPETENTLY                      4.00
IID12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS             3.97
IIA5. KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS              3.97
IIE3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY                    3.94
IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                         3.91
 IA1. IS PUNCTUAL                                                       3.88
IID7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT           3.83
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                         3.80
IID8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES              3.78
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                 3.66
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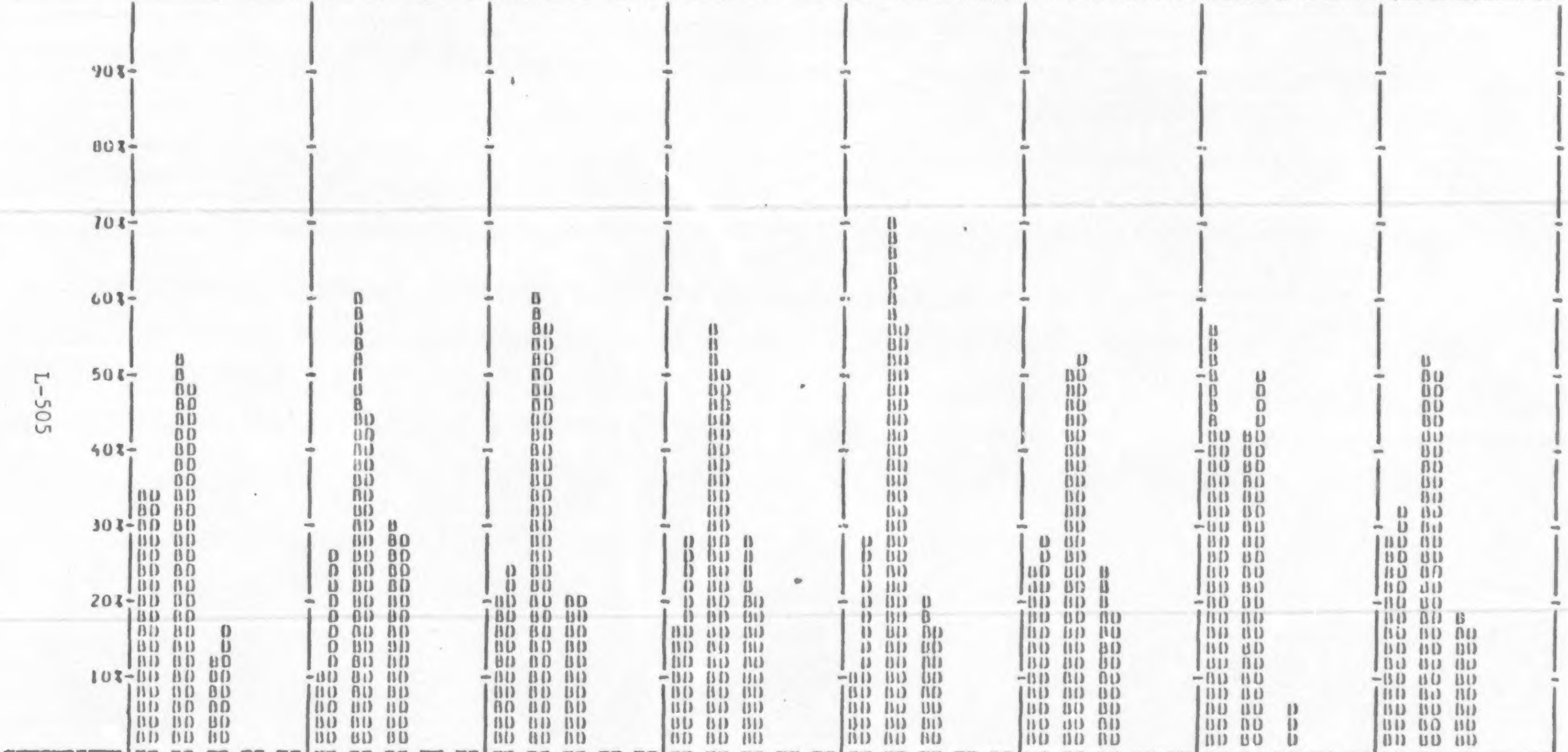
L-504

1983-84 SUMMARY OF EVALUATIONS FOR ALL BLACK COUNSELORS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL COUNSELORS "B" SHOWS BLACK ONLY.

83.68

L-505



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	35	49	16	0	0	26	44	29	1	0	24	56	20	0	0	29	50	21	0	0	29	56	16	0	0	29	52	19	0	0	43	51	6	0	0	32	51	17	0	0
SCHOOL :	35	52	13	0	0	10	60	30	0	0	20	60	20	0	0	16	56	28	0	0	10	70	20	0	0	25	50	25	0	0	57	43	0	0	0	29	53	18	0	0

830

NOTE PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF BLACK COUNSELORS RATED = 005

SUMMARY OF COUNSELOR EVALUATION RATINGS
FOR ALL BLACK COUNSELORS IN 1983-84
(NUMBER OF COUNSELORS RATED = 0005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.2		21	31	8			
1. IS PUNCTUAL	3.8			4	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		2	1	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		2	2	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		2	3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.8		4	1				
6. USES GOOD JUDGEMENT	4.2		2	2	1			
7. DEMONSTRATES A SENSE OF HUMOR	4.0		1	3	1			
8. SHOWS ENTHUSIASM FOR WORK	4.2		1	4				
9. SHOWS INITIATIVE AND IMAGINATION	3.6			3	2			
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		4	1				
11. DEMONSTRATES PROFESSIONAL GROWTH	4.2		1	4				
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.4		2	3				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		1	6	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			2	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.2		1	4				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0		5	15	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			4	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			5				
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.4		2	3				
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.2		3		2			
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	3.6			3	2			
IIB. ASSESSMENT SKILLS	3.9		4	14	7			
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.0		1	3	1			
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.0		1	3	1			
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	3.6			3	2			
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	3.8		1	2	2			
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.0		1	3	1			
IIC. MANAGEMENT SKILLS	3.9		1	7	2			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			3	2			
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		1	4				
IID. COUNSELOR COMPETENCIES	4.0		15	30	15			
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	4.4		3	1	1			
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.4		2	3				
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	4.0		1	3	1			
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.0		1	3	1			
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.0		1	3	1			
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	3.8		1	2	2			
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	3.8		1	2	2			
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.8		1	2	2			
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.6		3	2				
10. ATES UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.2		1	4				
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	3.6			3	2			
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	3.4			2	3			
III. STUDENT/COUNSELOR RELATIONSHIPS	4.6		17	13				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		2	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		2	3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	5.0		5					
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.4		2	3				
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.6		3	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERSTA	4.6		3	2				

83.68

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COMPETENCIES BY RANK ORDER
FOR ALL BLACK COUNSELORS IN 1983-84                             MEAN
(NUMBER OF COUNSELORS RATED = 005)                             RATING
                                                               ------
 IIE3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS             5.00
 IA10. EXHIBITS AN OVERALL POSITIVE ATTITUDE                    4.80
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                  4.80
 IIE6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST  4.60
 IIE5. RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP  4.60
 IID9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS   4.60
 IIE4. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS    4.40
 IIE2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS      4.40
 IIE1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                 4.40
 IID2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT  4.40
 IID1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING    4.40
 IIA3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION   4.40
 IA12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF   4.40
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                         4.40
IID10. AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES  4.20
 IIC2. PRACTICES POSTIVE REINFORCEMENT TECHNIQUES               4.20
 IIA4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING         4.20
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE    4.20
 IA11. DEMONSTRATES PROFESSIONAL GROWTH                         4.20
  IA8. SHOWS ENTHUSIASM FOR WORK                                4.20
  IA6. USES GOOD JUDGEMENT                                      4.20
  IA3. EXHIBITS POISE AND SELF-CONTROL                          4.20
 IID5. PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS      4.00
 IID4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM                   4.00
 IID3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP  4.00
 IIB5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS           4.00
 IIB2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY      4.00
 IIB1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS     4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS        4.00
  IA7. DEMONSTRATES A SENSE OF HUMOR                            4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS       4.00
 IID8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES     3.80
 IID7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT  3.80
 IID6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES         3.80
 IIB4. REPORTS TEST AND EVALUATION DATA COMPETENTLY             3.80
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                3.80
  IA1. IS PUNCTUAL                                              3.80
IID11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG  3.60
 IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                3.60
 IIB3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY           3.60
 IIA5. KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS     3.60
  IA9. SHOWS INITIATIVE AND IMAGINATION                         3.60
IID12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS     3.40
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                3.40
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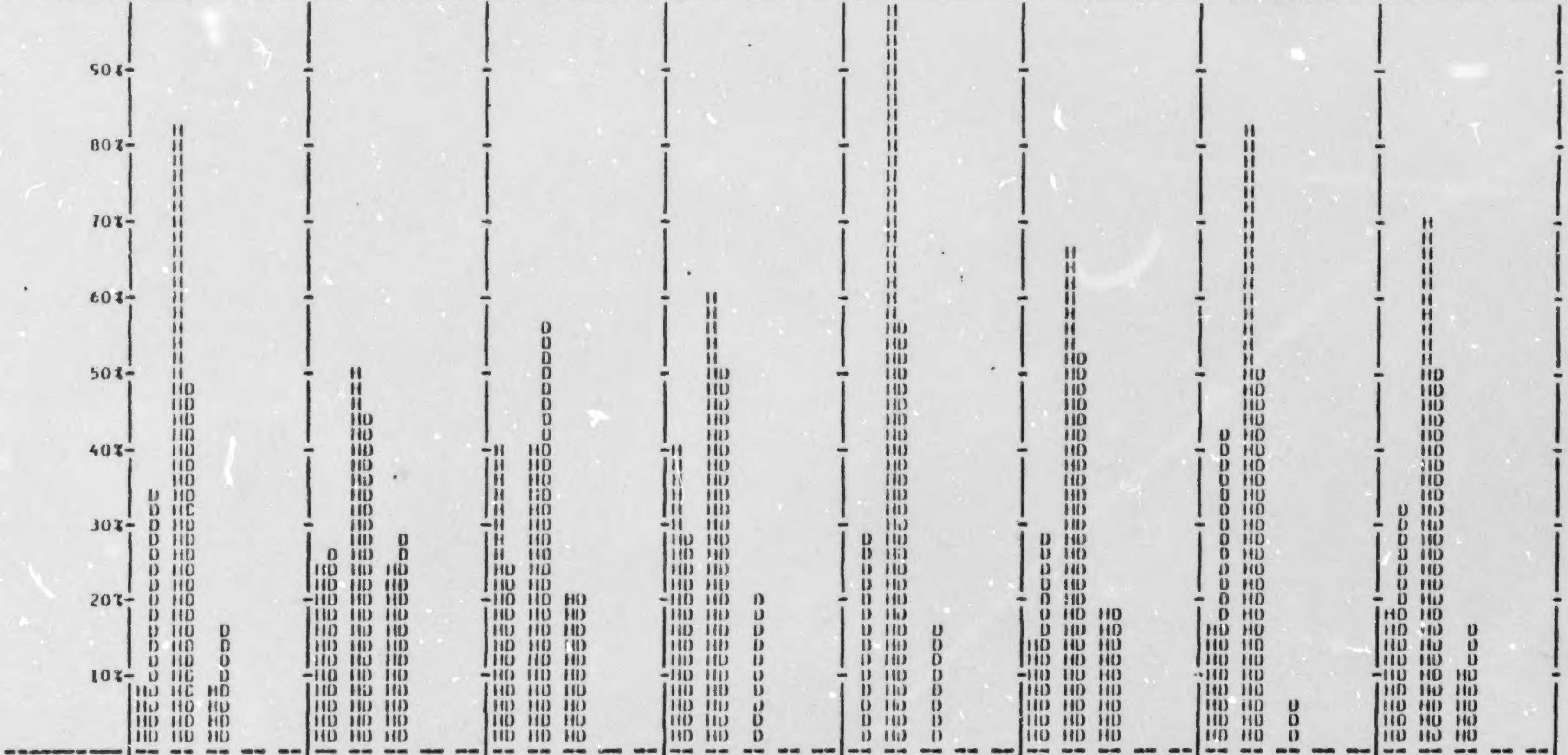
L-507

1983-84 SUMMARY OF EVALUATIONS FOR ALL HISPANIC COUNSELORS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL COUNSELORS "H" SHOWS HISPANIC ONLY.

83.68



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	35	49	16	0	0	26	44	29	1	0	24	56	20	0	0	29	50	21	0	0	29	56	16	0	0	29	52	19	0	0	43	51	6	0	0	32	51	17	0	0
SCHOOL:	8	83	8	0	0	25	50	25	0	0	40	40	20	0	0	40	60	0	0	0	0	100	0	0	0	14	67	19	0	0	17	83	0	0	0	19	71	11	0	0

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NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF HISPANIC COUNSELORS RATED = 002

SUMMARY OF COUNSELOR EVALUATION RATINGS
FOR ALL HISPANIC COUNSELORS IN [illegible]
(NUMBER OF COUNSELORS RATED = 0021)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		2	20	2			
1. IS PUNCTUAL	3.5			1	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0			2				
3. EXHIBITS POISE AND SELF-CONTROL	4.0			2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		1	1				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		1	1				
6. USES GOOD JUDGEMENT	3.5			1	1			
7. DEMONSTRATES A SENSE OF HUMOR	4.0			2				
8. SHOWS ENTHUSIASM FOR WORK	4.0			2				
9. SHOWS INITIATIVE AND IMAGINATION	4.0			2				
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			2				
11. DEMONSTRATES PROFESSIONAL GROWTH	4.0			2				
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.0			2				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0		1	2	1			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.5			1	1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.5		1	1				
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		4	4	2			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			2				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.0				2			
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	5.0		2					
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.5		1	1				
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	4.5		1	1				
IIB. ASSESSMENT SKILLS	4.4		4	6				
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.0			2				
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.5		1	1				
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	4.5		1	1				
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	4.5		1	1				
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.5		1	1				
IIC. MANAGEMENT SKILLS	4.0			4				
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			2				
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			2				
IID. COUNSELOR COMPETENCIES	4.0		3	14	4			3
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	4.0			2				
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.5		1	1				
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	4.0			2				
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.0			2				
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.0			1				1
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	3.5			1	1			
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	4.0			1				1
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.0				1			1
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.0			2				
10. AIDS UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.0		1		1			
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	4.0		1		1			
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	4.0			2				
III. STUDENT/COUNSELOR RELATIONSHIPS	4.2		2	10				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			2				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			2				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			2				
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.0			2				
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.0			2				
6. COMMUNICATES W/STUDENTS [illegible], SYMPATHY, AND UNDERSTA	[illegible]		2					

83.68

I-509

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COMPETENCIES BY RANK ORDER
FOR ALL HISPANIC COUNSELORS IN 1983-84                              MEAN
(NUMBER OF COUNSELORS RATED = 002)                                 RATING
                                                                   ------
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       5.00
IIA3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION        5.00
IID2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT       4.50
IIE5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS                4.50
IIB4. REPORTS TEST AND EVALUATION DATA COMPETENTLY                  4.50
IIB3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY                4.50
IIB2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY           4.50
IIA5. KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS          4.50
IIA4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING              4.50
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         4.50
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       4.50
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              4.50
III5. RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP       4.00
III4. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.00
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                * 4.00
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           4.00
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.00
IID12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS         4.00
IID11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG      4.00
IID10. AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES      4.00
IID9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS        4.00
IID7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT       4.00
IID5. PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS           4.00
IIE4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM                        4.00
IID3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP       4.00
IIE1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING         4.00
IIC2. PRACTICES POSTIVE REINFORCEMENT TECHNIQUES                    4.00
IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     4.00
IIB1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS          4.00
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     4.00
IA12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF        4.00
IA11. DEMONSTRATES PROFESSIONAL GROWTH                              4.00
IA10. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         4.00
 IA9. SHOWS INITIATIVE AND IMAGINATION                              4.00
 IA8. SHOWS ENTHUSIASM FOR WORK                                     4.00
 IA7. DEMONSTRATES A SENSE OF HUMOR                                 4.00
 IA3. EXHIBITS POISE AND SELF-CONTROL                               4.00
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            4.00
IID6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES              3.50
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     3.50
 IA6. USES GOOD JUDGEMENT                                           3.50
 IA1. IS PUNCTUAL                                                   3.50
IID8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES          3.00
IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS             3.00
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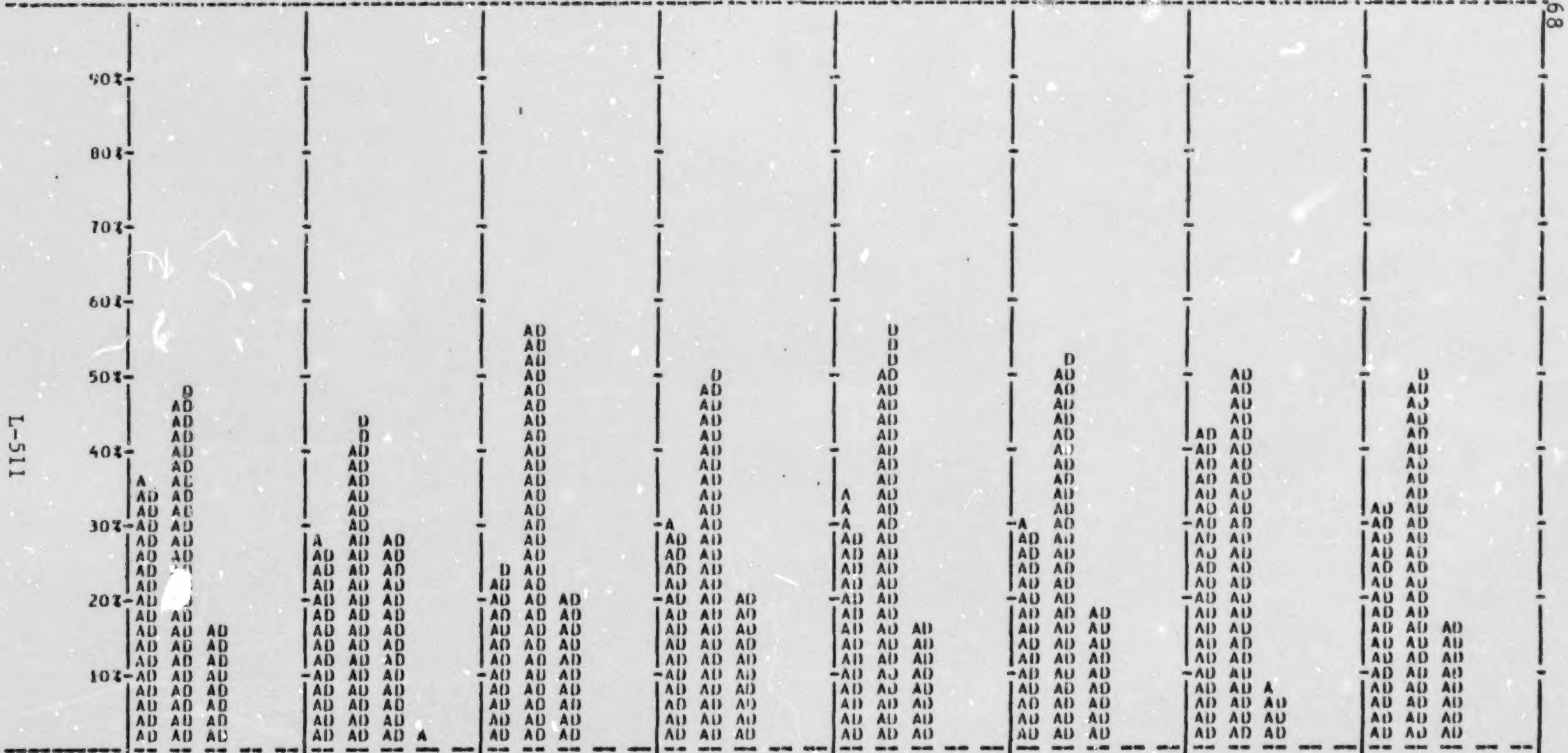
1983-84 SUMMARY OF EVALUATIONS FOR ALL ANGLO COUNSELORS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL COUNSELORS "A" SHOWS ANGLO ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	35	49	16	0	0	26	44	29	1	0	24	56	20	0	0	29	50	21	0	0	29	56	16	0	0	29	52	19	0	0	43	51	6	0	0	32	51	17	0	0
SCHOOL:	37	46	17	0	0	29	41	29	2	0	23	57	20	0	0	30	49	21	0	0	34	50	16	0	0	31	51	18	0	0	42	50	8	0	0	33	49	17	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF ANGLO COUNSELORS RATED = 020

[redacted]UMMA[redacted]I C[redacted]LUI[redacted]LUA[redacted]RAI[redacted]
FOR ALL ANGLO COUNSELORS IN 1983-84
(NUMBER OF COUNSELORS RATED = 0281)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.2		123	154	58			
1. IS PUNCTUAL	3.9		8	9	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		9	11	8			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		9	17	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		9	17	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		10	13	5			
6. USES GOOD JUDGEMENT	4.2		11	11	6			
7. DEMONSTRATES A SENSE OF HUMOR	4.2		11	12	5			
8. SHOWS ENTHUSIASM FOR WORK	4.4		13	12	3			
9. SHOWS INITIATIVE AND IMAGINATION	4.4		14	10	4			
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		12	15	1			
11. DEMONSTRATES PROFESSIONAL GROWTH	4.0		7	14	7			
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.2		10	13	5			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	4.0		16	23	16	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.9		7	12	8	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		9	11	8			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	4.0	1	31	76	27			5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.1		7	16	5			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	1	2	10	10			5
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.2		8	17	3			
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.2		8	17	3			
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	4.0		6	16	6			
IIB._ASSESSMENT_SKILLS	4.1		41	66	29			4
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.1		8	16	4			
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.2		12	7	6			3
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	4.0		7	13	8			
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	4.0		7	14	7			
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.1		7	16	4			1
IIC._MANAGEMENT_SKILLS	4.2		19	28	9			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		6	15	7			
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		13	13	2			
IID._COUNSELOR_COMPETENCIES	4.1	5	91	148	52			40
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	4.1		10	12	6			
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.2		9	15	4			
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	4.0	1	5	17	4			1
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.2		9	12	5			2
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.2		7	8	4			9
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	4.2		8	8	4			8
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	3.8	1	3	8	6			10
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.8	1	3	8	6			10
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.5		14	13	1			
10. AIDS UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.2	1	10	13	4			
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	4.1	1	6	18	3			
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	4.1		7	16	5			
III._STUDENT/COUNSELOR_RELATIONSHIPS	4.3		71	84	13			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		15	12	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		11	12	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		11	15	2			
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.3		11	15	2			
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.3		11	15	2			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERSTA	4.4		12	15	1			

83.68

L-512

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COMPETENCIES BY RANK ORDER
FOR ALL ANGLO COUNSELORS IN 1983-84                                    MEAN
(NUMBER OF COUNSELORS RATED = 028)                                    RATING
                                                                      ------
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         4.50
 IID9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS           4.46
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          4.39
 IIC2. PRACTICES POSTIVE REINFORCEMENT TECHNIQUES                       4.39
 IA10. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.39
  IA9. SHOWS INITIATIVE AND IMAGINATION                                 4.36
  IA8. SHOWS ENTHUSIASM FOR WORK                                        4.36
 III5. RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP          4.32
 III4. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.32
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     4.32
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.25
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.25
 IIB2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY              4.24
IID10. AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES          4.22
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              4.21
  IA7. DEMONSTRATES A SENSE OF HUMOR                                    4.21
 IID6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES                 4.20
 IID2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT          4.18
 IIA4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING                 4.18
 IIA3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.18
 IA12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF           4.18
  IA6. USES GOOD JUDGEMENT                                              4.18
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.18
 IID5. PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS              4.16
 IID4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM                           4.15
 IID1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING            4.14
 IIB1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS             4.14
IID11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG          4.11
 IIB5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS                   4.11
IID12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS             4.07
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        4.07
 IID3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP          4.04
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            4.04
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.04
 IIB4. REPORTS TEST AND EVALUATION DATA COMPETENTLY                     4.00
 IIA5. KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS             4.00
 IA11. DEMONSTRATES PROFESSIONAL GROWTH                                 4.00
 IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.96
 IIB3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY                   3.96
  IA1. IS PUNCTUAL                                                      3.93
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.89
 IID8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES             3.82
 IID7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT          3.82
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                3.64
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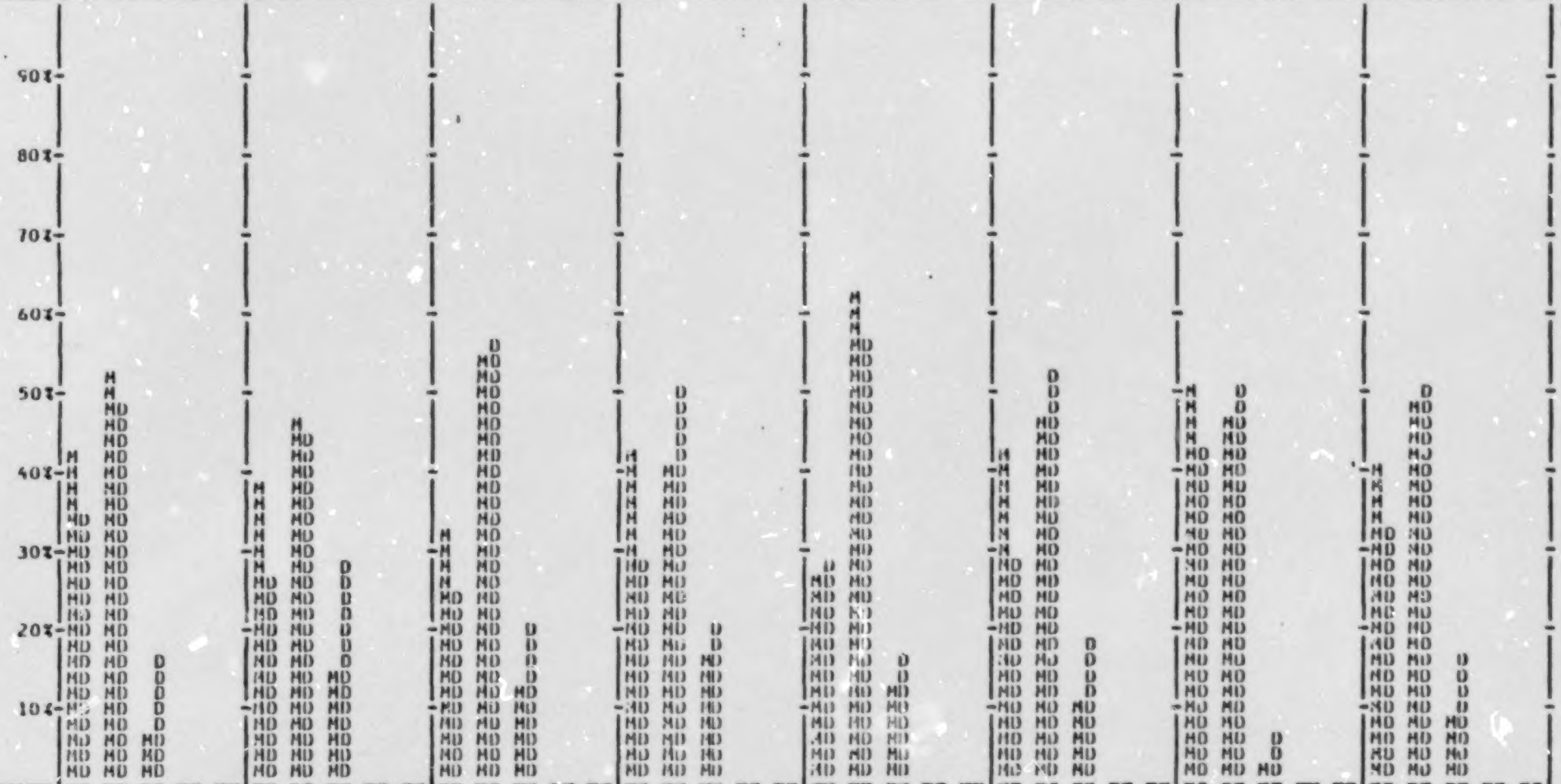
1983-84 SUMMARY OF EVALUATIONS FOR ALL MALE COUNSELORS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL COUNSELORS "M" SHOWS MALE ONLY.

83.68

I-514



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	35	49	16	0	0	26	44	29	1	0	24	56	20	0	0	29	50	21	0	0	29	56	16	0	0	29	52	19	0	0	43	51	6	0	0	32	51	17	0	0
SCHOOL:	42	52	6	0	0	38	46	15	0	0	32	55	12	0	0	43	40	17	0	0	27	62	12	0	0	42	47	11	0	0	50	47	3	0	0	41	49	9	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF MALE COUNSELORS RATED = 013

SUMMARY OF COUNSELOR EVALUATION RATINGS
FOR ALL MALE COUNSELORS IN 1983-84
(NUMBER OF COUNSELORS RATED = 011)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.4		65	81	9			
1. IS PUNCTUAL	4.1		3	7	2			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		5	7	1			
3. EXHIBITS POISE AND SELF-CONTROL	4.4		6	6	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.5		6	7				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.5		8	4	1			
6. USES GOOD JUDGEMENT	4.5		7	5	1			
7. DEMONSTRATES A SENSE OF HUMOR	4.3		4	9				
8. SHOWS ENTHUSIASM FOR WORK	4.4		6	6	1			
9. SHOWS INITIATIVE AND IMAGINATION	4.3		5	7	1			
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		6	7				
11. DEMONSTRATES PROFESSIONAL GROWTH	4.2		3	9	1			
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.5		6	7				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2		10	12	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.2		4	7	2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		6	5	2			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.2		21	36	8			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.2		3	10				
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.8		1	8	4			
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.5		7	6				
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.3		6	5	2			
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	4.2		4	7	2			
IIB. ASSESSMENT SKILLS	4.3		28	26	11			
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.2		6	4	3			
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.5		7	5	1			
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	4.1		4	6	3			
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	4.2		5	6	2			
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.3		6	5	2			
IIC. MANAGEMENT SKILLS	4.2		7	16	3			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		2	10	1			
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		5	6	2			
IID. COUNSELOR COMPETENCIES	4.3	2	63	71	16			4
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	4.5		8	4	1			
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.5		6	7				
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	4.1		3	8	2			
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.5		7	5	1			
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.3		4	7	1			1
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	4.3		5	5	2			1
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	4.2		3	8	1			1
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	4.1		3	7	2			1
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.7		9	4				
10. AIDS UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.4	1	6	5	1			
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	4.3	1	5	5	2			
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	4.1		4	6	3			
III. STUDENT/COUNSELOR RELATIONSHIPS	4.5		39	37	2			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		5	8				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		5	8				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.5		8	4	1			
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.5		7	5	1			
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.5		6	7				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERSTA	4.6		8	5				

L-515

847

848

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COMPETENCIES BY RANK ORDER
FOR ALL MALE COUNSELORS IN 1983-84                                    MEAN
(NUMBER OF COUNSELORS RATED = 013)                                   RATING
                                                                     ------
 IID9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS         4.69
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST        4.62
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                   4.54
 IID1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING          4.54
 IIA3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION         4.54
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                        4.54
 III5. RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP        4.46
 III4. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS          4.46
 IID4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM                         4.46
 IID2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT        4.46
 IIB2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY            4.46
 IA12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF         4.46
 IA10. EXHIBITS AN OVERALL POSITIVE ATTITUDE                          4.46
  IA6. USES GOOD JUDGEMENT                                            4.46
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                               4.46
IID10. AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES        4.42
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS            4.38
 IIII. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                       4.38
  IA8. SHOWS ENTHUSIASM FOR WORK                                      4.38
  IA3. EXHIBITS POISE AND SELF-CONTROL                                4.38
 IIB5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS                 4.31
 IIA4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING               4.31
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE          4.31
  IA9. SHOWS INITIATIVE AND IMAGINATION                               4.31
  IA7. DEMONSTRATES A SENSE OF HUMOR                                  4.31
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS             4.31
IID11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG        4.25
 IID6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES               4.25
 IID5. PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS            4.25
 IIC2. PRACTICES POSTIVE REINFORCEMENT TECHNIQUES                     4.23
 IIB4. REPORTS TEST AND EVALUATION DATA COMPETENTLY                   4.23
 IIB1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS           4.23
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                      4.23
 IID7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT        4.17
 IIA5. KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS           4.15
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                      4.15
 IA11. DEMONSTRATES PROFESSIONAL GROWTH                               4.15
IID12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS           4.08
 IID8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES           4.08
 IID3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP        4.08
 IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                      4.08
 IIB3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY                 4.08
  IA1. IS PUNCTUAL                                                    4.08
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS              3.77
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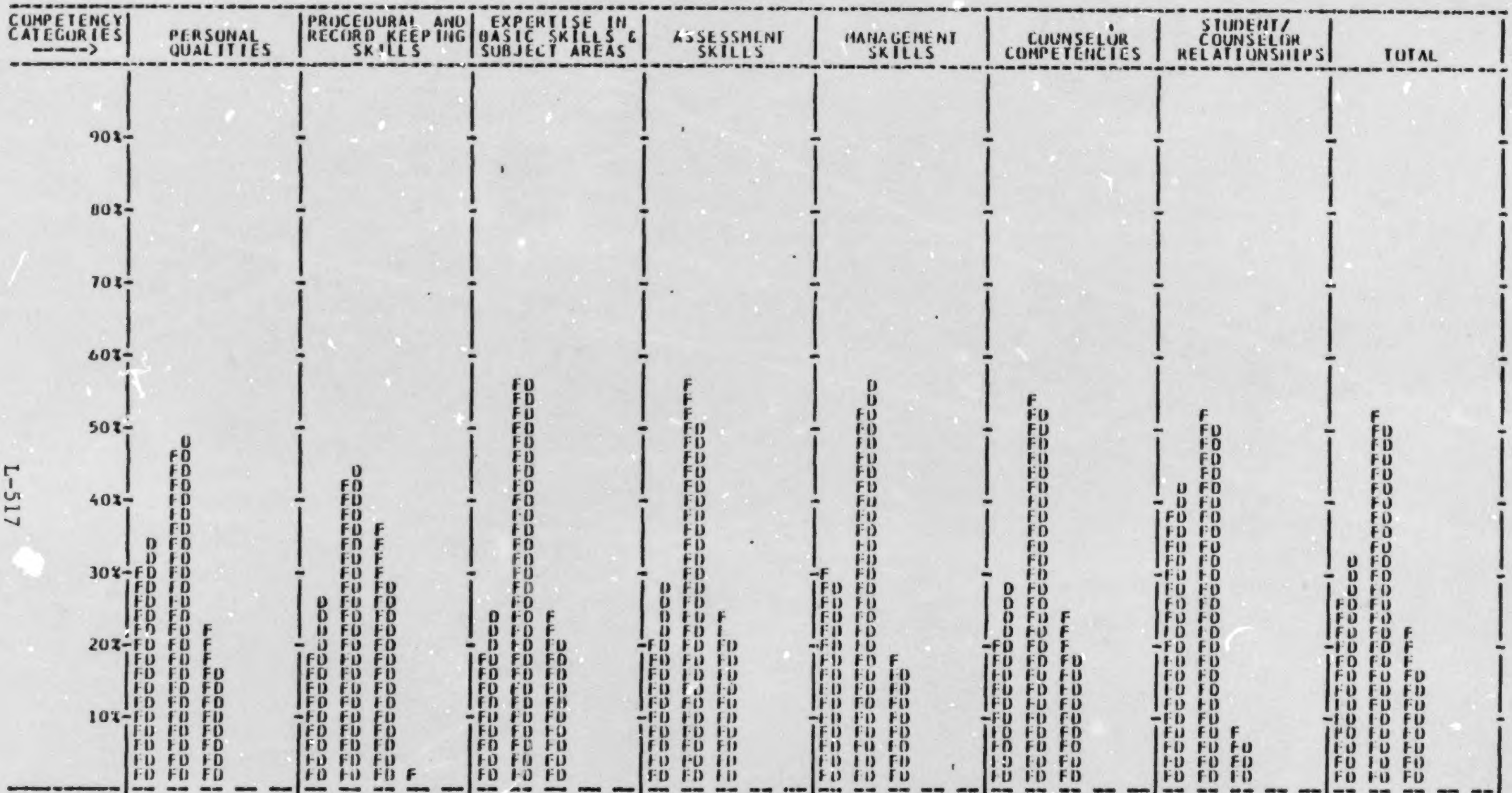
L-516

1983-84 SUMMARY OF EVALUATIONS FOR ALL FEMALE COUNSELORS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL COUNSELORS "F" SHOWS FEMALE ONLY.



COMPETENCY CATEGORIES	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	35	49	16	0	0	26	44	29	1	0	24	56	20	0	0	29	50	21	0	0	29	56	16	0	0	29	52	19	0	0	43	51	6	0	0	32	51	17	0	0
SCHOOL:	31	47	22	0	0	18	43	36	2	0	18	57	25	0	0	20	57	24	0	0	30	52	18	0	0	21	55	25	0	0	39	53	8	0	0	26	52	22	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF FEMALE COUNSELORS RATED = 022

L-517

SUMMARY OF COUNSELOR EVALUATION RATINGS
FOR ALL FEMALE COUNSELORS IN 1983-84
(NUMBER OF COUNSELORS RATED = 022)

83.68

L-518

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.1		81	124	59			
1. IS PUNCTUAL	3.8		5	7	10			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.9		6	7	9			
3. EXHIBITS POISE AND SELF-CONTROL	4.1		5	15	2			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.2		6	14	2			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.1		7	11	4			
6. USES GOOD JUDGEMENT	4.0		6	9	7			
7. DEMONSTRATES A SENSE OF HUMOR	4.1		8	8	6			
8. SHOWS ENTHUSIASM FOR WORK	4.3		8	12	2			
9. SHOWS INITIATIVE AND IMAGINATION	4.2		9	8	5			
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.4		10	11	1			
11. DEMONSTRATES PROFESSIONAL GROWTH	4.0		5	11	6			
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.0		6	11	5			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.8		8	19	16	1		
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.6		3	8	10	1		
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		5	11	6			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	3.9	1	19	59	26			5
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.9		4	12	6			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.6	1	1	7	8			5
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.1		5	14	3			
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.1		6	13	3			
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	3.9		3	13	6			
IIB. ASSESSMENT SKILLS	4.0		21	60	25			4
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.0		3	17	2			
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.1		7	6	6			3
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	3.9		4	11	7			
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	3.9		4	11	7			
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.0		3	15	3			1
IIC. MANAGEMENT SKILLS	4.1		13	23	8			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.8		4	10	8			
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.4		9	13				
IID. COUNSELOR COMPETENCIES	4.0	3	46	121	55			39
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	4.0		5	11	6			
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.1		6	12	4			
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	4.0	1	3	14	3			1
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	3.9		3	12	5			2
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.0		4	5	4			9
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	3.9		4	6	5			7
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	3.5	1	1	3	7			10
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.5	1	1	3	7			10
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.3		8	13	1			
10. AIDS UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.1		6	12	4			
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	3.9		2	16	4			
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	3.9		3	14	5			
III. STUDENT/COUNSELOR RELATIONSHIPS	4.3		51	70	11			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.5		12	9	1			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.1		8	9	5			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		8	13	1			
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.2		6	15	1			
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.3		8	12	2			

COMPETENCIES BY RANK ORDER
FOR ALL FEMALE COUNSELORS IN 1983-84
(NUMBER OF COUNSELORS RATED = 022)

		MEAN RATING
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.50
IIC2.	PRACTICES POSTIVE REINFORCEMENT TECHNIQUES	4.41
IA10.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.41
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.36
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.32
IID9.	CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.32
III5.	RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP	4.27
IA8.	SHOWS ENTHUSIASM FOR WORK	4.27
III4.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.23
IA9.	SHOWS INITIATIVE AND IMAGINATION	4.18
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.18
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.14
IIA4.	HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.14
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.14
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.14
IID10.	AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.09
IID2.	PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT	4.09
IIA3.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.09
IA7.	DEMONSTRATES A SENSE OF HUMOR	4.09
IIB2.	COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.05
IIB1.	DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.05
IA12.	WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF	4.05
IID5.	PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS	4.00
IID3.	PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP	4.00
IIB5.	PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.00
IID1.	COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	3.95
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.95
IA11.	DEMONSTRATES PROFESSIONAL GROWTH	3.95
IA6.	USES GOOD JUDGEMENT	3.95
IID6.	PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	3.93
IID12.	UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	3.91
IID11.	WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG	3.91
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.91
IID4.	CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	3.90
IIB4.	REPORTS TEST AND EVALUATION DATA COMPETENTLY	3.86
IIB3.	INTERPRETS TEST AND EVALUATION DATA ACCURATELY	3.86
IIA5.	KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS	3.86
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	3.86
IIC1.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.82
IA1.	IS PUNCTUAL	3.77
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.59
IIA2.	USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	3.56
IID8.	PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.45
IID7.	PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT	3.45

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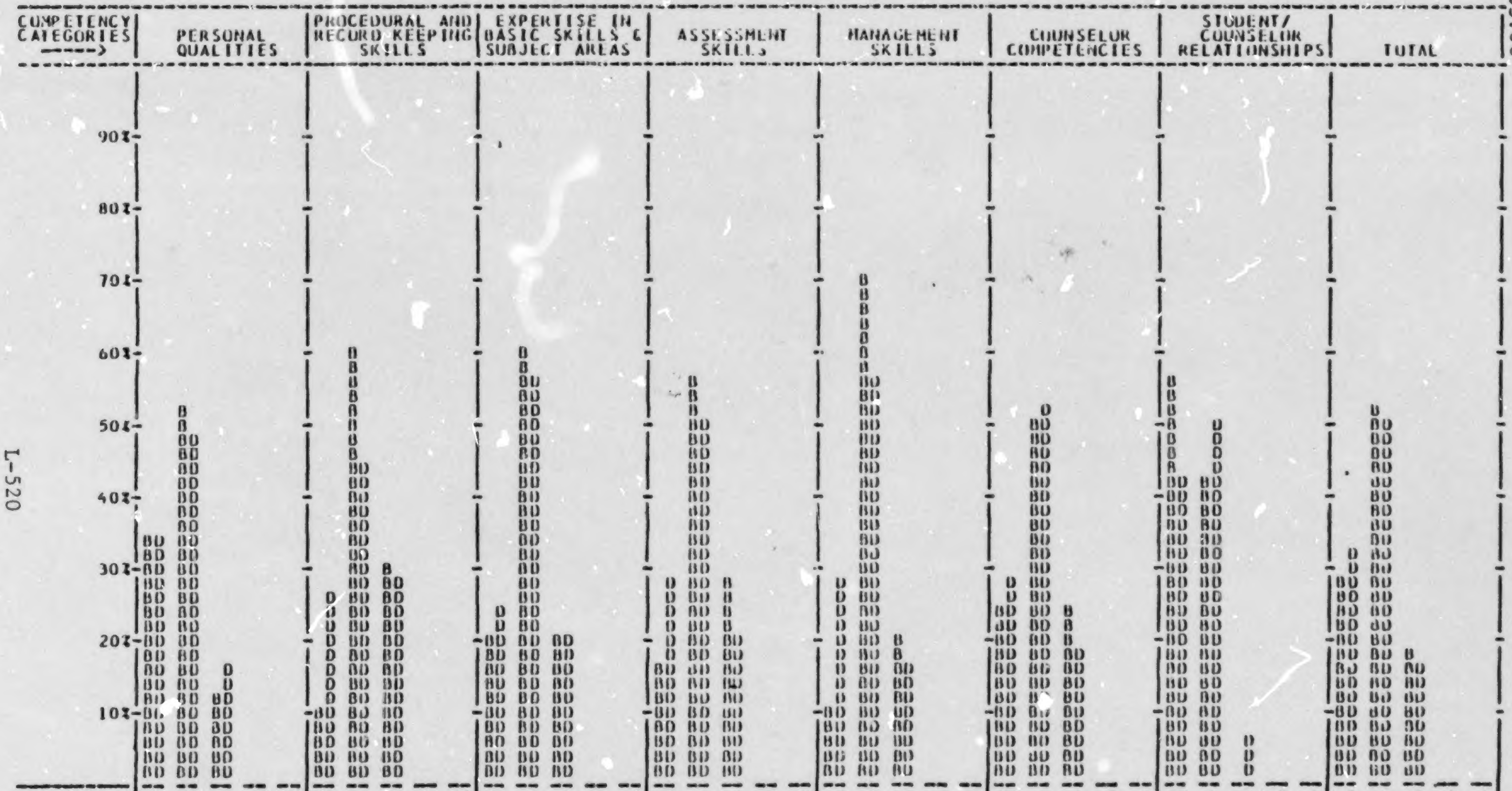
1983-84 SUMMARY OF EVALUATIONS FOR ALL BLACK COUNSELORS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL COUNSELORS "B" SHOWS BLACK ONLY.

83.68

L-520



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					ASSESSMENT SKILLS					MANAGEMENT SKILLS					COUNSELOR COMPETENCIES					STUDENT/ COUNSELOR RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	35	49	16	0	0	26	44	29	1	0	24	56	20	0	0	29	50	21	0	0	29	56	16	0	0	29	52	19	0	0	43	51	6	0	0	32	51	17	0	0
SCHOOL :	35	52	13	0	0	10	60	30	0	0	20	60	20	0	0	16	56	28	0	0	10	70	20	0	0	25	50	25	0	0	57	43	0	0	0	29	53	18	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS; TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF BLACK COUNSELORS RATED = 005

SUMMARY OF COUNSELOR EVALUATION RATINGS
FOR ALL BLACK COUNSELORS IN 1983-84
(NUMBER OF COUNSELORS RATED = 005)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	4.2		21	31	8			
1. IS PUNCTUAL	3.8			4	1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.0		2	1	2			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		2	2	1			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.4		2	3				
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.8		4	1				
6. USES GOOD JUDGEMENT	4.2		2	2	1			
7. DEMONSTRATES A SENSE OF HUMOR	4.0		1	3	1			
8. SHOWS ENTHUSIASM FOR WORK	4.2		1	4				
9. SHOWS INITIATIVE AND IMAGINATION	3.6			3	2			
10. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.8		4	1				
11. DEMONSTRATES PROFESSIONAL GROWTH	4.2		1	4				
12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT PERSONS	4.4		2	3				
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.8		1	6	3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.4			2	3			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.2		1	4				
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	4.0		5	15	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.8			4	1			
2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS	4.0			5				
3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION	4.4		2	3				
4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING	4.2		3		2			
5. KEEPS INFORMED AND UP-TO-DATE ON COUNSELING THEORY/PROCS	3.6			3	2			
IIB._ASSESSMENT_SKILLS	3.9		4	14	7			
1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS	4.0		1	3	1			
2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY	4.0		1	3	1			
3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY	3.6			3	2			
4. REPORTS TEST AND EVALUATION DATA COMPETENTLY	3.8		1	2	2			
5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS	4.0		1	3	1			
IIC._MANAGEMENT_SKILLS	3.9		1	7	2			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	3.6			3	2			
2. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.2		1	4				
IID._COUNSELOR_COMPETENCIES	4.0		15	30	15			
1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING	4.4		3	1	1			
2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENTS	4.4		2	3				
3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO GROUPS	4.0		1	3	1			
4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM	4.0		1	3	1			
5. PROVIDES ACCURATE INFO IN THE ACADEMIC ADVISING PROCESS	4.0		1	3	1			
6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES	3.8		1	2	2			
7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES/PLACEMENT	3.8		1	2	2			
8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES	3.8		1	2	2			
9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS	4.6		3	2				
10. AIDS UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES	4.2		1	4				
11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELING	3.6			3	2			
12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS	3.4			2	3			
III._STUDENT/COUNSELOR_RELATIONSHIPS	4.6		17	13				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.4		2	3				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.4		2	3				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	5.0		5					
4. IS ADAPTABLE IN DEALING W/INDIV AND CULTURAL DIFFERENCES	4.4		2	3				
5. RESPECTS STUDENTS RIGHTS, ENCOURAGES THEIR SENSE OF RESP	4.6		3	2				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERSTA	4.6		3	2				

83.68

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857

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COMPETENCIES BY RANK ORDER
FOR ALL BLACK COUNSELORS IN 1983-84                                     MEAN
(NUMBER OF COUNSELORS RATED = 005)                                     RATING
                                                                       ------
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                     5.00
 IA10. EXHIBITS AN OVERALL POSITIVE ATTITUDE                            4.80
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                          4.80
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST          4.60
 III5. RESPECTS STUDENTS RIGHTS,ENCOURAGES THEIR SENSE OF RESP          4.60
 IID9. CONSULTS W/ADMIN, TEACHERS, STUDENTS TO SOLVE PROBLEMS           4.60
 III4. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS            4.40
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS              4.40
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                         4.40
 IID2. PROVIDES EFFECTIVE PERSONAL COUNSELING TO INDIV STUDENT          4.40
 IID1. COMMUNICATES ACCURATE PICTURE OF AVAILABLE COUNSELING            4.40
 IIA3. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTOOD FASHION           4.40
 IA12. WORKS EFFECTIVELY W/ADMIN, TEACHERS, AND SUPPORT STAFF           4.40
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                                 4.40
IID10. AIDES IN UNDERSTAND AND KNOWLEDGE OF STUDENTS ABILITIES          4.20
 IIC2. PRACTICES POSTIVE REINFORCEMENT TECHNIQUES                       4.20
 IIA4. HAS KNOWLEDGE AND BROAD BACKGROUND IN COUNSELING                 4.20
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE            4.20
 IA11. DEMONSTRATES PROFESSIONAL GROWTH                                 4.20
  IA8. SHOWS ENTHUSIASM FOR WORK                                        4.20
  IA6. USES GOOD JUDGEMENT                                              4.20
  IA3. EXHIBITS POISE AND SELF-CONTROL                                  4.20
 IID5. PROVIDES ACCURATE INFO IN ACADEMIC ADVISING PROCESS              4.00
 IID4. CONDUCTS AN EFFECTIVE GUIDANCE PROGRAM                           4.00
 IID3. PROVIDES EFFECTIVE PERSONAL COUNSELING TO STUDENT GROUP          4.00
 IIB5. PLANS A GUIDANCE PROGRAM BASED ON SCHOOL NEEDS                   4.00
 IIB2. COORDINATES/ADMINISTERS STANDARDIZED TESTS PROPERLY              4.00
 IIB1. DIAGNOSES INDIVIDUAL AND GROUP DIFFICULTIES/PROBLEMS             4.00
 IIA2. USES BASIC ESSENTIALS OF MATH SKILLS AND CONCEPTS                4.00
  IA7. DEMONSTRATES A SENSE OF HUMOR                                    4.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS               4.00
 IID8. PROVIDES ACCURATE INFO ON VOC TRAINING OPPORTUNITIES             3.80
 IID7. PROVIDES ACCURATE INFO ON JOB OPPORTUNITIES & PLACEMENT          3.80
 IID6. PROVIDES ACCURATE INFO TO STUDENTS ABOUT COURSES                 3.80
 IIB4. REPORTS TEST AND EVALUATION DATA COMPETENTLY                     3.80
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                        3.80
  IA1. IS PUNCTUAL                                                      3.80
IID11. WORKS W/STUDENTS, PARENTS ON REFERRAL FOR PRO COUNSELNG          3.60
 IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                        3.60
 IIB3. INTERPRETS TEST AND EVALUATION DATA ACCURATELY                   3.60
 IIA5. KEEPS INFORMED/UP-TO-DATE ON COUNSELING THEORY/PROCS             3.60
  IA9. SHOWS INITIATIVE AND IMAGINATION                                 3.60
IID12. UTILIZES SCHOOL AND COMMUNITY RESOURCES AS REFERRALS             3.40
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                        3.40
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1983-84 SUMMARY OF EVALUATIONS FOR ALL LIBRARIANS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES.
"D" INDICATES DISTRICTWIDE FIGURES FOR ALL LIBRARIANS.

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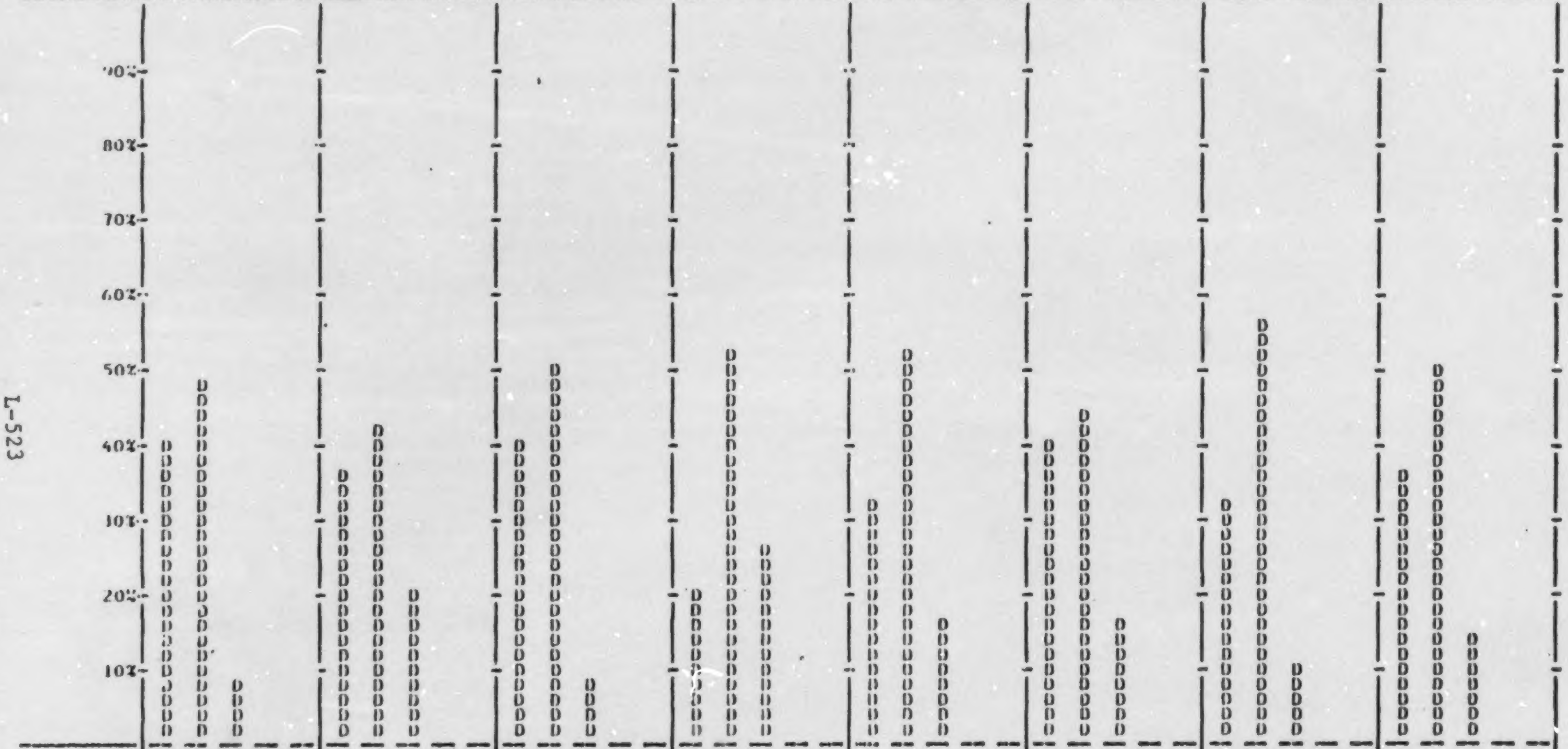

COMPETENCY CATEGORIES ------>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					MANAGEMENT SKILLS					LIBRARIAN COMPETENCIES					STUDENT/ LIBRARIAN RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	41	49	9	0	0	36	43	21	0	0	40	50	9	0	0	21	52	26	1	0	32	52	16	0	0	40	44	16	1	0	33	57	10	0	0	36	50	14	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF LIBRARIANS RATED = 033

860

861

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 033)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		163	195	36			
1. IS PUNCTUAL	4.2		13	14	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		14	16	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		11	19	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		15	12	6			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.2		11	19	3			
6. DEMONSTRATES A SENSE OF HUMOR	4.2		8	22	3			
7. SHOWS ENTHUSIASM FOR WORK	4.4		15	15	2			
8. SHOWS INITIATIVE AND IMAGINATION	4.4		16	14	3			
9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		18	13	1			
10. DEMONSTRATES PROFESSIONAL GROWTH	4.3		14	16	3			
11. MAINTAINS AN APPROPRIATE APPEARANCE	4.4		14	18	1			
12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT STAFF	4.4		14	17	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.1	3	32	39	19			6
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.2		14	13	6			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.2		13	15	5			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9	3	5	11	8			6
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3	1	53	66	12			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		14	15	4			
2. HAS KNOWLEDGE AND BROAD BACKGROUND IN LIBRARY SCIENCE	4.5		17	14	2			
3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	4.2	1	9	19	4			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.3		13	18	2			
IIB. INSTRUCTIONAL SKILLS	3.9	5	32	78	40	1		7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9	1	5	16	9			1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0	1	8	17	5	1		
3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	4.0	1	6	19	6			1
4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		9	18	6			
5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNING	3.6	2	4	8	13			5
IIC. MANAGEMENT SKILLS	4.2		52	86	27			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		9	17	7			
2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.4		17	13	3			
3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MINIMIZE PROBLEMS	4.1		9	19	5			
4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		9	17	7			
5. MAINTAINS A RESONABLE NOISE LEVEL	4.1		8	20	5			
IID. LIBRARIAN COMPETENCIES	4.2	3	156	170	61	3		2
1. SELECTS APPROPRIATE BOOKS AND MATERIALS	4.4		17	12	3			
2. MAINTAINS LIBRARY RESOURCES	4.5		20	11	2			
3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.4		19	10	3	1		
4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.4		17	13	3			
5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.1		9	17	7			
6. ACQUAINTS STAFF WITH MATERIALS AND RESOURCES	4.2		11	17	5			
7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.3	2	12	16	3			
8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.8	1	8	10	11	1		2
9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	4.2		11	18	4			
10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	4.0		10	13	10			
11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.0		10	15	7			
12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAFF	4.3		12	18	3			

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 033)

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	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/LIBRARIAN RELATIONSHIPS	4.2		99	168	30			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		10	18	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		9	20	4			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		12	19	2			
4. TREATS STUDENTS IMPARTIALLY	4.3		12	20	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		12	16	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		11	18	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		12	18	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.2		11	19	3			
9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.2		10	20	3			

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COMPETENCIES BY RANK ORDER
FOR ALL LIBRARIANS IN 1983-84                                      MEAN
(NUMBER OF LIBRARIANS RATED = 033)                                RATING
                                                                  ------
IID2. MAINTAINS LIBRARY RESOURCES                                  4.55
 IA9. EXHIBITS AN OVERALL POSITIVE ATTITUDE                        4.53
IIA2. HAS KNOWLEDGE AND A BROAD BACKGROUND IN LIBRARY SCIENCE.     4.45
IID1. SELECTS APPROPRIATE BOOKS AND MATERIALS                      4.44
IID4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES               4.42
IID3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS                 4.42
IIC2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER      4.42
 IA7. SHOWS ENTHUSIASM FOR WORK                                    4.41
IA11. MAINTAINS AN APPROPRIATE APPEARANCE                          4.39
 IA8. SHOWS INITIATIVE AND IMAGINATION                             4.39
IA12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT PERSONS      4.36
III4. TREATS STUDENTS IMPARTIALLY                                  4.33
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION       4.33
IA10. DEMONSTRATES PROFESSIONAL GROWTH                             4.33
 IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS           4.33
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                 4.30
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                    4.30
IID7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES             4.29
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS         4.27
IID12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAF     4.27
 IA4. PRESENTS AN EFFECTIVE ROLE MODEL                             4.27
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP      4.24
 IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE        4.24
 IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                    4.24
 IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                      4.24
 IA3. EXHIBITS POISE AND SELF-CONTROL                              4.24
III9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS                4.21
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST      4.21
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS        4.21
IID9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS                   4.21
 IA1. IS PUNCTUAL                                                  4.21
IID6. AQUAINTS STAFF W/MATERIALS AND RESOURCES                     4.18
IIA3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS       4.16
III12. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS         4.15
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                     4.15
 IA6. DEMONSTRATES A SENSE OF HUMOR                                4.15
IIC3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MIN PROBLEMS          4.12
IIC5. MAINTAINS A REASONABLE NOISE LEVEL                           4.09
IIB4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING      4.09
IID5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF                   4.06
IIC4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                  4.06
IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                    4.06
IID11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS           4.03
IID10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES          4.00
IIB3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR               4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES         4.00
 IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                       3.88
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                  3.67
IID8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES          3.31
IIB5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNING     [illegible]
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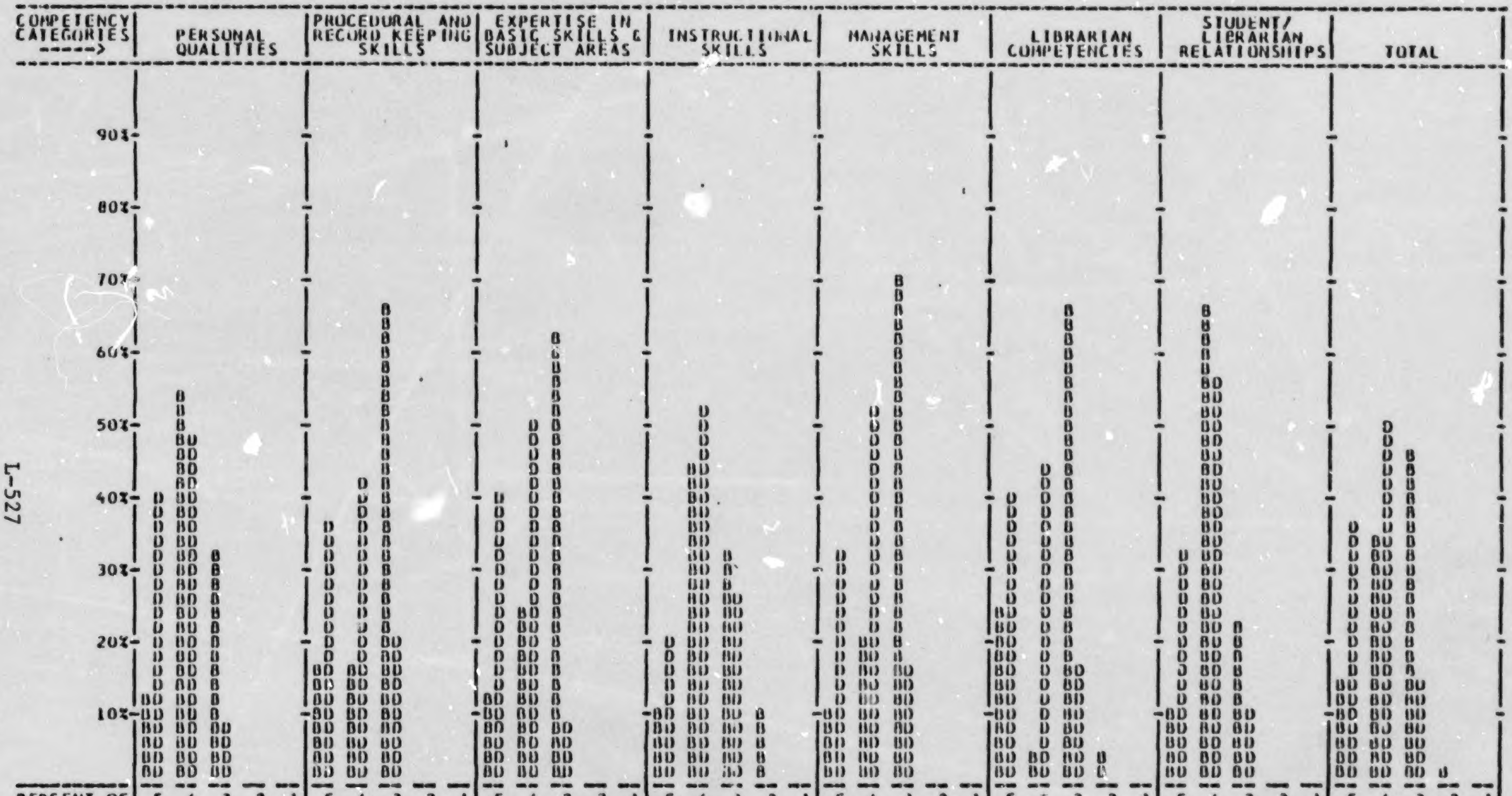
L-526

83.68

1983-84 SUMMARY OF EVALUATIONS FOR ALL BLACK LIBRARIANS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL LIBRARIANS "B" SHOWS BLACK ONLY.

L-527



PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	41	49	9	0	0	36	43	21	0	0	40	50	9	0	0	21	52	26	1	0	32	52	16	0	0	40	44	16	1	0	33	57	10	0	0	36	50	14	0	0
SCHOOL:	13	54	33	0	0	17	17	67	0	0	13	25	63	0	0	11	44	33	11	0	10	20	70	0	0	25	4	67	4	0	11	67	22	0	0	15	35	47	2	0

867

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

868

NUMBER OF BLACK LIBRARIANS RATED = 002

83.68

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL BLACK LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 002)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA._PERSONAL_QUALITIES	3.8		3	13	8			
1. IS PUNCTUAL	4.0		1		1			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.5		1	1				
3. EXHIBITS POISE AND SELF-CONTROL	4.0			2				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.5			1	1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	3.5			1	1			
6. DEMONSTRATES A SENSE OF HUMOR	4.0			2				
7. SHOWS ENTHUSIASM FOR WORK	3.5			1	1			
8. SHOWS INITIATIVE AND IMAGINATION	3.5			1	1			
9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.5			1	1			
10. DEMONSTRATES PROFESSIONAL GROWTH	3.5			1	1			
11. MAINTAINS AN APPROPRIATE APPEARANCE	4.5		1	1				
12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT STAFF	3.5			1	1			
IB._PROCEDURAL_AND_RECORDKEEPING_SKILLS	3.5		1	1	4			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				2			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0		1		1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.5			1	1			
IIA._EXPERTISE_IN_BASIC_SKILLS_AND_SUBJECT_AREAS	3.5		1	2	5			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.5			1	1			
2. HAS KNOWLEDGE AND BROAD BACKGROUND IN LIBRARY SCIENCE	4.0		1		1			
3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	3.0				2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	3.5			1	1			
IIB._INSTRUCTIONAL_SKILLS	3.6		1	4	3	1		
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0			1		1		
3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	3.5			1	1			
4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0		1		1			
5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.5			1	1			
IIC._MANAGEMENT_SKILLS	3.4		1	2	7			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0		1		1			
2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	3.5			1	1			
3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MINIMIZE PROBLEMS	3.0				2			
4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.0				2			
5. MAINTAINS A RESONABLE NOISE LEVEL	3.5			1	1			
IID._LIBRARIAN_COMPETENCIES	3.5		6	1	16	1		
1. SELECTS APPROPRIATE BOOKS AND MATERIALS	3.0				2			
2. MAINTAINS LIBRARY RESOURCES	4.0		1		1			
3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	3.5		1			1		
4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.0		1		1			
5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.0		1		1			
6. AQUAINTS STAFF WITH MATERIALS AND RESOURCES	4.0		1		1			
7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.0		1		1			
8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.0				2			
9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	3.0				2			
10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	3.0				2			
11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	3.0				2			
12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAFF	3.5			1	1			

L-528

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SUMMARY OF LIBRARIAN EVALUATION RATINGS
 FOR ALL BLACK LIBRARIANS IN 1983-84
 (NUMBER OF LIBRARIANS RATED = 002)
                                                                      INSUFF   OUT-             GOOD/   MINIM    UNAC-    NOT
                                                               MEAN    INFO    STAND   STRONG   EXPECT  ACCEPT   CEPT   APPLIC
                                                                        X        5       4        3       2        1       0
                                                              ------  ------  ------  ------  ------  ------  ------  ------  83.68
III. STUDENT/LIBRARIAN RELATIONSHIPS                           3.9               2       12       4
    1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                4.0                        2
    2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS     3.5                        1       1
    3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS            4.5               1        1
    4. TREATS STUDENTS IMPARTIALLY                             4.5               1        1
    5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS   3.5                        1       1
    6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST 4.0                        2
    7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS    3.5                        1       1
    8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP 3.5                       1       1
    9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS           4.0                        2
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L-529

COMPETENCIES BY RANK ORDER
FOR ALL BLACK LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 002)

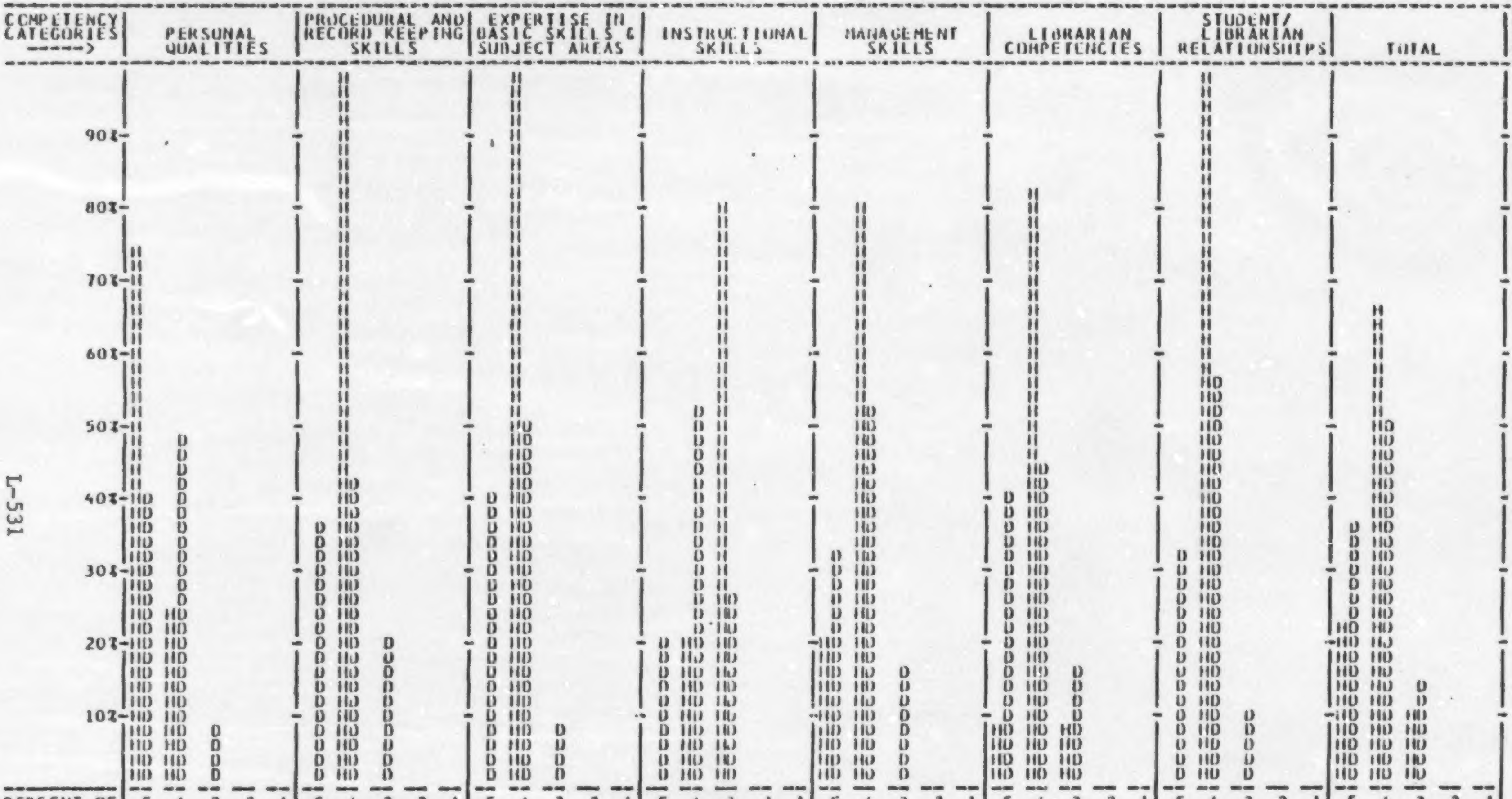
		MEAN RATING
III4.	TREATS STUDENTS IMPARTIALLY	4.50
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.50
IA11.	MAINTAINS AN APPROPRIATE APPEARANCE	4.50
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.50
III9.	ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IID7.	FOLLOWS AISC GUIDE TO LIBRARY AND MEDIA SERVICES	4.00
IID6.	AQUAINTS STAFF W/MATERIALS AND RESOURCES	4.00
IID5.	MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.00
IID4.	ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.00
IID2.	MAINTAINS LIBRARY RESOURCES	4.00
IIC1.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIB4.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA2.	HAS KNOWLEDGE AND A BROAD BACKGROUND IN LIBRARY SCIENCE	4.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.00
IA6.	DEMONSTRATES A SENSE OF HUMOR	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IA1.	IS PUNCTUAL	4.00
III10.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	3.50
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	3.50
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	3.50
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.50
IID12.	USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAF	3.50
IID3.	ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	3.50
IIC5.	MAINTAINS A REASONABLE NOISE LEVEL	3.50
IIC2.	ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	3.50
IIB5.	PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.50
IIB3.	MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	3.50
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	3.50
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	3.50
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.50
IA12.	WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT PERSONS	3.50
IA10.	DEMONSTRATES PROFESSIONAL GROWTH	3.50
IA9.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	3.50
IA8.	SHOWS INITIATIVE AND IMAGINATION	3.50
IA7.	SHOWS ENTHUSIASM FOR WORK	3.50
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	3.50
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.50
IID11.	ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	3.00
IID10.	ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	3.00
IID9.	MAINTAINS HIGH RATE OF RETURN OF MATERIALS	3.00
IID8.	USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.00
IID1.	SELECTS APPROPRIATE BOOKS AND MATERIALS	3.00
IIC4.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	3.00
IIC3.	USES BEHAVIOR MANAGEMENT TECHNIQUES TO MIN PROBLEMS	3.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.00
IIA3.	WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00

83.68

I-531

1983-84 SUMMARY OF EVALUATIONS FOR ALL HISPANIC LIBRARIANS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL LIBRARIANS "H" SHOWS HISPANIC ONLY.



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					MANAGEMENT SKILLS					LIBRARIAN COMPETENCIES					STUDENT/ LIBRARIAN RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	41	49	9	0	0	36	43	21	0	0	40	50	9	0	0	21	52	26	1	0	32	52	16	0	0	40	44	16	1	0	33	57	10	0	0	36	50	14	0	0
SCHOOL:	75	25	0	0	0	0	100	0	0	0	0	100	0	0	0	0	20	80	0	0	20	80	0	0	0	8	83	8	0	0	0	100	0	0	0	22	67	10	0	0

874

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

875

NUMBER OF HISPANIC LIBRARIANS RATED = 001

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL HISPANIC LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 001)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.8		9	3				
1. IS PUNCTUAL	5.0		1					
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	5.0		1					
3. EXHIBITS POISE AND SELF-CONTROL	5.0		1					
4. PRESENTS AN EFFECTIVE ROLE MODEL	5.0		1					
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			1				
6. DEMONSTRATES A SENSE OF HUMOR	4.0			1				
7. SHOWS ENTHUSIASM FOR WORK	5.0		1					
8. SHOWS INITIATIVE AND IMAGINATION	5.0		1					
9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	5.0		1					
10. DEMONSTRATES PROFESSIONAL GROWTH	4.0			1				
11. MAINTAINS AN APPROPRIATE APPEARANCE	5.0		1					
12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT STAFF	5.0		1					
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.0	1		2				
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.0			1				
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.0			1				
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY		1						
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.0			4				
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.0			1				
2. HAS KNOWLEDGE AND BROAD BACKGROUND IN LIBRARY SCIENCE	4.0			1				
3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	4.0			1				
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.0			1				
IIB. INSTRUCTIONAL SKILLS	3.2			1	4			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.0				1			
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	3.0				1			
3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	3.0				1			
4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			1				
5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.0				1			
IIC. MANAGEMENT SKILLS	4.2		1	4				
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			1				
2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	5.0		1					
3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MINIMIZE PROBLEMS	4.0			1				
4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			1				
5. MAINTAINS A REASONABLE NOISE LEVEL	4.0			1				
IID. LIBRARIAN COMPETENCIES	4.0		1	10	1			
1. SELECTS APPROPRIATE BOOKS AND MATERIALS	4.0			1				
2. MAINTAINS LIBRARY RESOURCES	4.0			1				
3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	5.0		1					
4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.0			1				
5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	3.0				1			
6. ACQUAINTS STAFF WITH MATERIALS AND RESOURCES	4.0			1				
7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.0			1				
8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	4.0			1				
9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	4.0			1				
10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	4.0			1				
11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.0			1				
12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAFF	4.0			1				

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL HISPANIC LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 0011

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/LIBRARIAN RELATIONSHIPS	4.0			9				
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.0			1				
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.0			1				
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.0			1				
4. TREATS STUDENTS IMPARTIALLY	4.0			1				
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.0			1				
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.0			1				
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.0			1				
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.0			1				
9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.0			1				

83.68

878

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COMPETENCIES BY RANK ORDER
FOR ALL HISPANIC LIBRARIANS IN 1983-84                               MEAN
(NUMBER OF LIBRARIANS RATED = 901)                                  RATING
                                                                    ------
 IID3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS                  5.00
 IIC2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER       5.00
 IA12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT PERSONS       5.00
 IA11. MAINTAINS AN APPROPRIATE APPEARANCE                           5.00
  IA9. EXHIBITS AN OVERALL POSITIVE ATTITUDE                         5.00
  IA8. SHOWS INITIATIVE AND IMAGINATION                              5.00
  IA7. SHOWS ENTHUSIASM FOR WORK                                     5.00
  IA4. PRESENTS AN EFFECTIVE ROLE MODEL                              5.00
  IA3. EXHIBITS POISE AND SELF-CONTROL                               5.00
  IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS            5.00
  IA1. IS PUNCTUAL                                                   5.00
 III9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS                 4.00
 III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP       4.00
 III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS          4.00
 III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST       4.00
 III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS         4.00
 III4. TREATS STUDENTS IMPARTIALLY                                   4.00
 III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS                  4.00
 III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS           4.00
 III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                      4.00
IID12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAF       4.00
IID11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS             4.00
IID10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES            4.00
 IID9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS                    4.00
 IID8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES           4.00
 IID7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES              4.00
 IID6. ACQUAINTS STAFF W/MATERIALS AND RESOURCES                     4.00
 IID4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES                4.00
 IID2. MAINTAINS LIBRARY RESOURCES                                   4.00
 IID1. SELECTS APPROPRIATE BOOKS AND MATERIALS                       4.00
 IIC5. MAINTAINS A REASONABLE NOISE LEVEL                            4.00
 IIC4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES                   4.00
 IIC3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MIN PROBLEMS           4.00
 IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES                     4.00
 IIE4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING       4.00
 IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION        4.00
 IIA3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS        4.00
 IIA2. HAS KNOWLEDGE AND A BROAD BACKGROUND IN LIBRARY SCIENCE       4.00
 IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH                     4.00
  IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE         4.00
  IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES                     4.00
 IA10. DEMONSTRATES PROFESSIONAL GROWTH                              4.00
  IA6. DEMONSTRATES A SENSE OF HUMOR                                 4.00
  IA5. USES COMMON SENSE/BEHAVES REALISTICALLY                       4.00
 IID5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF                    3.00
 IIB5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNING      3.00
 IIB4. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR                3.00
 IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES          3.00
 IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES                   3.00
  IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY                        [illegible]
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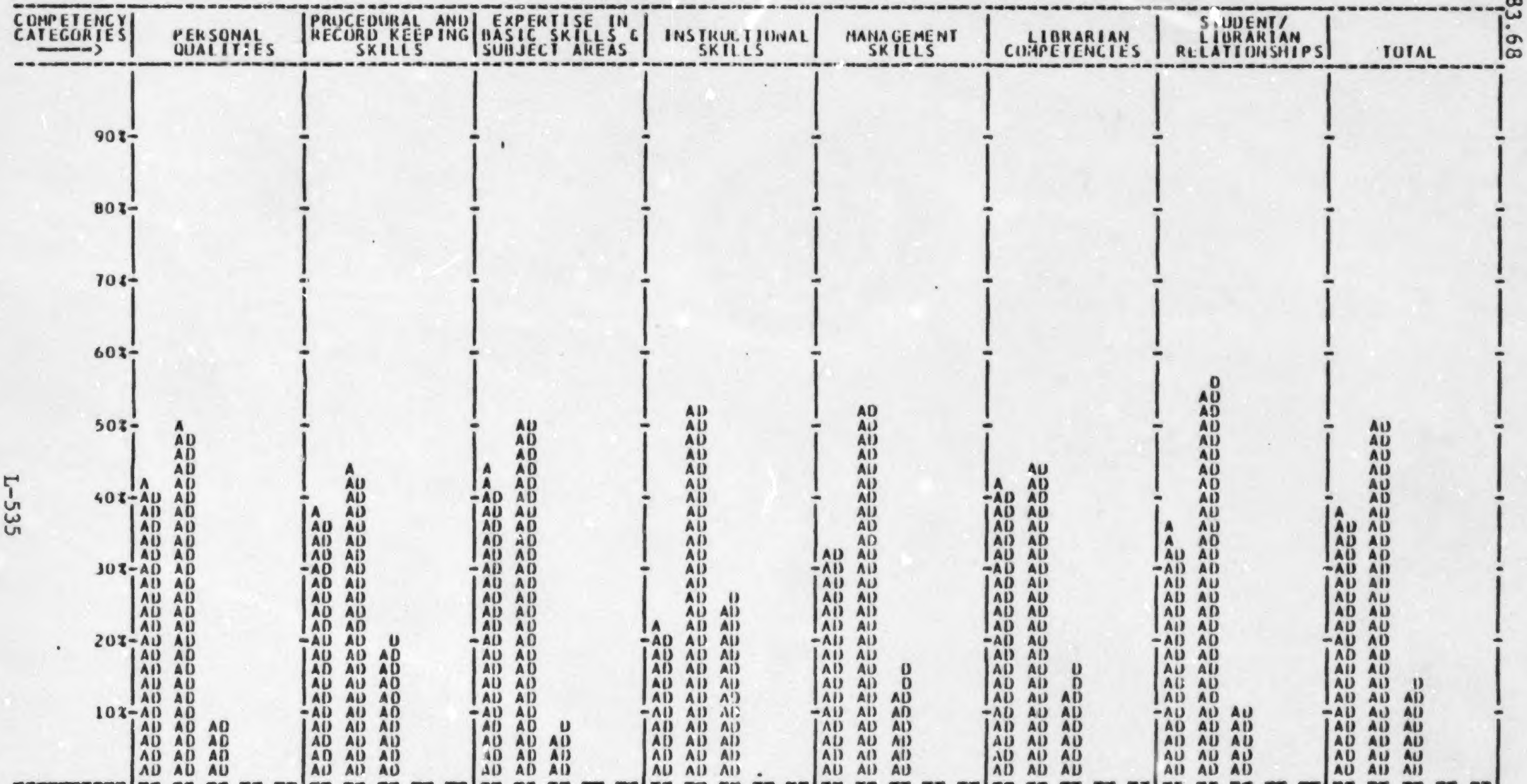
1983-84 SUMMARY OF EVALUATIONS FOR ALL ANGLO LIBRARIANS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL LIBRARIANS "A" SHOWS ANGLO ONLY.

83.68

L-535



COMPETENCY CATEGORIES ——>	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					MANAGEMENT SKILLS					LIBRARIAN COMPETENCIES					STUDENT/ LIBRARIAN RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	41	49	9	0	0	36	43	21	0	0	40	50	9	0	0	21	52	26	1	0	32	52	16	0	0	40	44	16	1	0	33	57	10	0	0	36	50	14	0	0
SCHOOL:	42	50	8	0	0	38	44	18	0	0	44	50	6	0	0	23	53	24	0	0	33	51	13	0	0	42	45	12	1	0	36	54	10	0	0	38	50	12	0	0

831

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS: TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF ANGLO LIBRARIANS RATED = 030

882

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL ANGLO LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 030)

83.68

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		151	179	28			
1. IS PUNCTUAL	4.2		11	14	5			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		12	15	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.2		10	17	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		14	11	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		11	17	2			
6. DEMONSTRATES A SENSE OF HUMOR	4.2		8	19	3			
7. SHOWS ENTHUSIASM FOR WORK	4.4		14	14	1			
8. SHOWS INITIATIVE AND IMAGINATION	4.4		15	13	2			
9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.6		17	12				
10. DEMONSTRATES PROFESSIONAL GROWTH	4.4		14	14	2			
11. MAINTAINS AN APPROPRIATE APPEARANCE	4.4		12	17	1			
12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT STAFF	4.4		13	16	1			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2	2	31	36	15			6
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		14	12	4			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		12	14	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9	2	5	10	7			6
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.4	1	52	60	7			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.4		14	13	3			
2. HAS KNOWLEDGE AND BROAD BACKGROUND IN LIBRARY SCIENCE	4.5		16	13	1			
3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	4.2	1	9	18	2			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.4		13	16	1			
IIB. INSTRUCTIONAL SKILLS	4.0	5	31	73	33			7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9	1	5	15	8			1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.1	1	8	16	5			
3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	4.1	1	6	18	4			1
4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		8	17	5			
5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.7	2	4	7	11			5
IIC. MANAGEMENT SKILLS	4.2		50	80	20			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		8	16	6			
2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.5		16	12	2			
3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MINIMIZE PROBLEMS	4.2		9	18	3			
4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		9	16	5			
5. MAINTAINS A RESONABLE NOISE LEVEL	4.1		8	18	4			
IID. LIBRARIAN COMPETENCIES	4.3	3	149	159	44	2		2
1. SELECTS APPROPRIATE BOOKS AND MATERIALS	4.6		17	11	1			
2. MAINTAINS LIBRARY RESOURCES	4.6		19	10	1			
3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.5		17	10	3			
4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.5		16	12	2			
5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.1		8	17	5			
6. AQUAINTS STAFF WITH MATERIALS AND RESOURCES	4.2		10	16	4			
7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.3	2	11	15	2			
8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.9	1	8	9	9	1		2
9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	4.3		11	17	2			
10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	4.1		10	12	8			
11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.1		10	14	5	1		
12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAFF	4.3		12	16	2			

L-536

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SUMMARY OF LIBRARIAN EVALUATION RATINGS
 FOR ALL ANGLO LIBRARIANS IN 1983-84                                      INSUFF    OUT-              GOOD/    MINIM    UNAC-    NOT
 (NUMBER OF LIBRARIANS RATED = 030)                              MEAN     INFO     STAND   STRONG    EXPECT   ACCEPT   CEPT    APPLIC
                                                                            X        5        4        3        2        1        0
                                                                ------   ------   ------   ------   ------   ------   ------   ------
III. STUDENT/LIBRARIAN RELATIONSHIPS                             4.3                97      147       26
   1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                   4.2                10       15        5
   2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS        4.2                 9       18        3
   3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS               4.3                11       17        2
   4. TREATS STUDENTS IMPARTIALLY                                4.3                11       18        1
   5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS      4.3                12       14        4
   6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST    4.2                11       15        4
   7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS       4.3                12       16        2
   8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP   4.3                11       17        2
   9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS              4.2                10       17        3
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83.68

836

885

COMPETENCIES BY RANK ORDER
FOR ALL ANGLO LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 030)

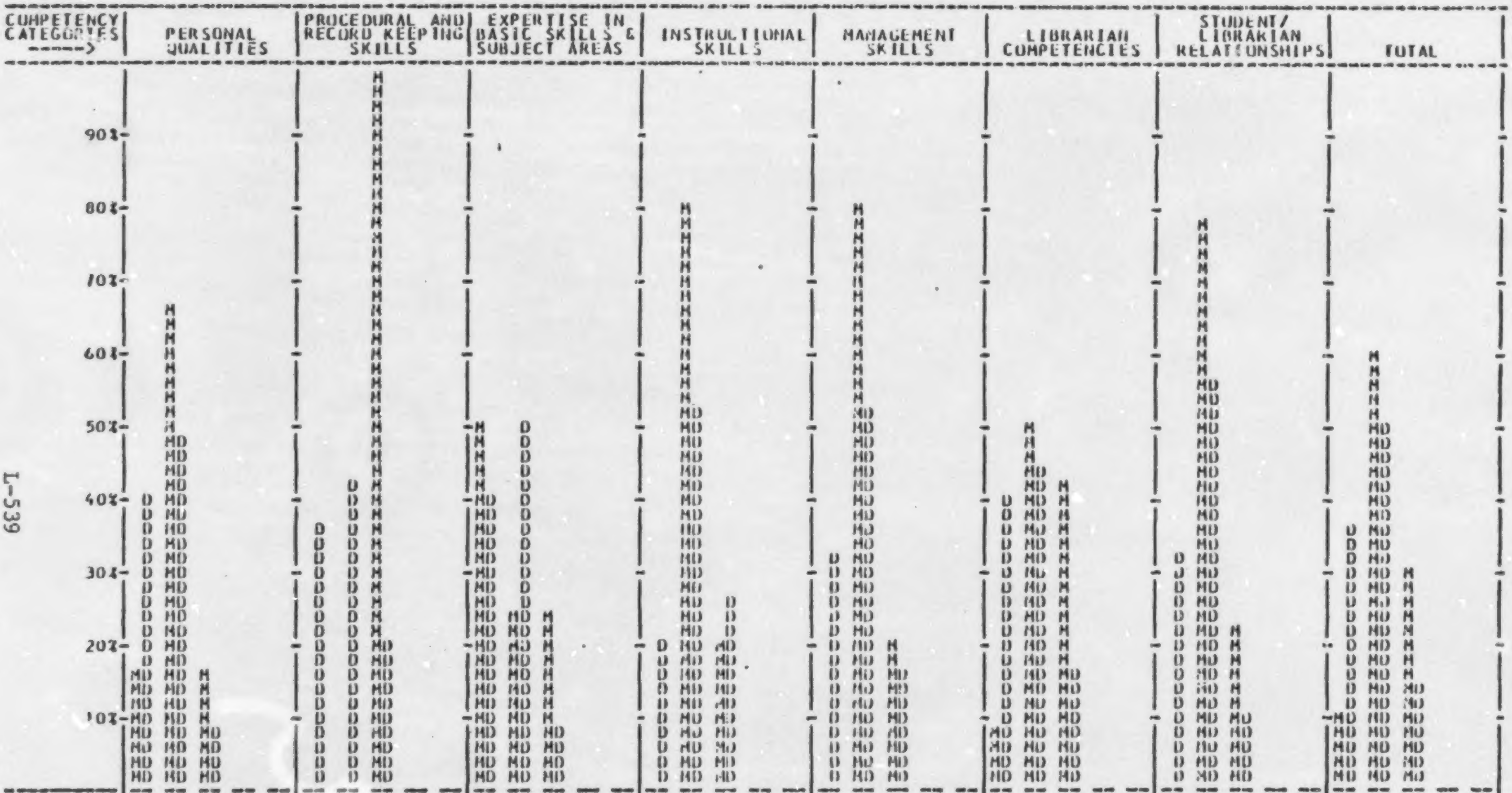
		MEAN RATING
IID2.	MAINTAINS LIBRARY RESOURCES	4.60
IA9.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.59
IID1.	SELECTS APPROPRIATE BOOKS AND MATERIALS	4.55
IIA2.	HAS KNOWLEDGE AND A BROAD BACKGROUND IN LIBRARY SCIENCE	4.50*
IID4.	ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.47
IID3.	ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.47
IIC2.	ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.47
IA7.	SHOWS ENTHUSIASM FOR WORK	4.45
IA8.	SHOWS INITIATIVE AND IMAGINATION	4.43
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.40
IA12.	WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT PERSONS	4.40
IA10.	DEMONSTRATES PROFESSIONAL GROWTH	4.40
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.37
IA11.	MAINTAINS AN APPROPRIATE APPEARANCE	4.37
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.33
III4.	TREATS STUDENTS IMPARTIALLY	4.33
IID12.	USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAF	4.33
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	4.33
IID7.	FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.32
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.30
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.30
IID9.	MAINTAINS HIGH RATE OF RETURN OF MATERIALS	4.30
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.30
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	4.30
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.30
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.27
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.27
IIA3.	WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	4.24
III9.	ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.23
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.23
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.23
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.20
IID6.	AQUAINTS STAFF W/MATERIALS AND RESOURCES	4.20
IIC3.	USES BEHAVIOR MANAGEMENT TECHNIQUES TO MIN PROBLEMS	4.20
IA1.	IS PUNCTUAL	4.20
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.17
IA6.	DEMONSTRATES A SENSE OF HUMOR	4.17
IIC5.	MAINTAINS A REASONABLE NOISE LEVEL	4.13
IIC4.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.13
IID11.	ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.10
IID5.	MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.10
IIB4.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.10
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.10
IID10.	ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	4.07
IIC1.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.07
IIB3.	MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	4.07
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.91
IID8.	USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.89
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.89
IIB5.	PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNING	3.68

1983-84 SUMMARY OF EVALUATIONS FOR ALL MALE LIBRARIANS (JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL LIBRARIANS "M" SHOWS MALE ONLY.

83.68

L-539



COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					MANAGEMENT SKILLS					LIBRARIAN COMPETENCIES					STUDENT/ LIBRARIAN RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	41	49	9	0	0	36	43	21	0	0	40	50	9	0	0	21	52	26	1	0	32	52	16	0	0	40	44	16	1	0	33	57	10	0	0	36	50	14	0	0
SCHOOL:	17	67	17	0	0	0	0	100	0	0	50	25	25	0	0	0	80	20	0	0	0	80	20	0	0	8	50	42	0	0	0	78	22	0	0	10	60	30	0	0

NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF MALE LIBRARIANS RATED = 001

83.68

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL MALE LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 001)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.0		2	8	2			
1. IS PUNCTUAL	4.0			1				
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	5.0		1					
3. EXHIBITS POISE AND SELF-CONTROL	4.0			1				
4. PRESENTS AN EFFECTIVE ROLE MODEL	3.0				1			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.0			1				
6. DEMONSTRATES A SENSE OF HUMOR	3.0				1			
7. SHOWS ENTHUSIASM FOR WORK	5.0		1					
8. SHOWS INITIATIVE AND IMAGINATION	4.0			1				
9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.0			1				
10. DEMONSTRATES PROFESSIONAL GROWTH	4.0			1				
11. MAINTAINS AN APPROPRIATE APPEARANCE	4.0			1				
12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT STAFF	4.0			1				
IB. PROCEDURAL AND RECORDKEEPING SKILLS	3.0				3			
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	3.0				1			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.0				1			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.0				1			
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3		2	1	1			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	5.0		1					
2. HAS KNOWLEDGE AND BROAD BACKGROUND IN LIBRARY SCIENCE	4.0			1				
3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	3.0				1			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	5.0		1					
IIB. INSTRUCTIONAL SKILLS	3.8			4	1			
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.0			1				
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0			1				
3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	4.0			1				
4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.0			1				
5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.0				1			
IIC. MANAGEMENT SKILLS	3.8			4	1			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.0			1				
2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.0			1				
3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MINIMIZE PROBLEMS	4.0			1				
4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.0			1				
5. MAINTAINS A RESONABLE NOISE LEVEL	3.0				1			
IID. LIBRARIAN COMPETENCIES	3.7		1	6	5			
1. SELECTS APPROPRIATE BOOKS AND MATERIALS	4.0			1				
2. MAINTAINS LIBRARY RESOURCES	5.0		1					
3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.0			1				
4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	3.0				1			
5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.0			1				
6. AQUAINTS STAFF WITH MATERIALS AND RESOURCES	4.0			1				
7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	3.0				1			
8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.0				1			
9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	3.0				1			
10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	3.0				1			
11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.0			1				
12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAFF	4.0			1				

I-540

890

891

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SUMMARY OF LIBRARIAN EVALUATION RATINGS
 FOR ALL MALE LIBRARIANS IN 1983-84                                   INSUFF   OUT-              GOOD/   MINIM    UNAC-   NOT
 (NUMBER OF LIBRARIANS RATED = 001)                            MEAN    INFO    STAND   STRONG   EXPECT  ACCEPT   CEPT  APPLIC
                                                                         X       5       4        3       2        1      0
                                                              ------  ------  ------  ------   ------  ------   ------ ------
III. STUDENT/LIBRARIAN RELATIONSHIPS                           3.8                     7        2
   1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS                 4.0                     1
   2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS      3.0                              1
   3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS             4.0                     1
   4. TREATS STUDENTS IMPARTIALLY                              4.0                     1
   5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS    4.0                     1
   6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST  4.0                     1
   7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS     4.0                     1
   8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP 4.0                     1
   9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS            3.0                              1
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83.68

I-541

893

892

COMPETENCIES BY RANK ORDER
FOR ALL MALE LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 001)

		MEAN RATING
IID2.	MAINTAINS LIBRARY RESOURCES	5.00
IIA4.	PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	5.00
IIA1.	USES BASIC ESSENTIALS OF STANDARD ENGLISH	5.00
IA7.	SHOWS ENTHUSIASM FOR WORK	5.00
IA2.	IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	5.00
III8.	RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.00
III7.	RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.00
III6.	COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.00
III5.	IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.00
III4.	TREATS STUDENTS IMPARTIALLY	4.00
III3.	IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.00
III1.	FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.00
IID12.	USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAF	4.00
IID11.	ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.00
IID6.	AQUAINTS STAFF W/MATERIALS AND RESOURCES	4.00
IID5.	MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.00
IID3.	ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.00
IID1.	SELECTS APPROPRIATE BOOKS AND MATERIALS	4.00
IIC4.	PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.00
IIC3.	USES BEHAVIOR MANAGEMENT TECHNIQUES TO MIN PROBLEMS	4.00
IIC2.	ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.00
IIC1.	USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.00
IIB4.	EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.00
IIB3.	MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	4.00
IIB2.	PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IIB1.	DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	4.00
IIA2.	HAS KNOWLEDGE AND A BROAD BACKGROUND IN LIBRARY SCIENCE	4.00
IA12.	WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT PERSONS	4.00
IA11.	MAINTAINS AN APPROPRIATE APPEARANCE	4.00
IA10.	DEMONSTRATES PROFESSIONAL GROWTH	4.00
IA9.	EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.00
IA8.	SHOWS INITIATIVE AND IMAGINATION	4.00
IA5.	USES COMMON SENSE/BEHAVES REALISTICALLY	4.00
IA3.	EXHIBITS POISE AND SELF-CONTROL	4.00
IA1.	IS PUNCTUAL	4.00
III9.	ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	3.00
III2.	FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	3.00
IID10.	ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	3.00
IID9.	MAINTAINS HIGH RATE OF RETURN OF MATERIALS	3.00
IID8.	USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.00
IID7.	FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	3.00
IID4.	ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	3.00
IIC5.	MAINTAINS A REASONABLE NOISE LEVEL	3.00
IIB5.	PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNNG	3.00
IIA3.	WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	3.00
IB3.	DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.00
IB2.	KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	3.00
IB1.	COMPLIES WITH ALL POLICIES AND PROCEDURES	3.00
IA6.	DEMONSTRATES A SENSE OF HUMOR	3.00
IA4.	PRESENTS AN EFFECTIVE ROLE MODEL	3.00

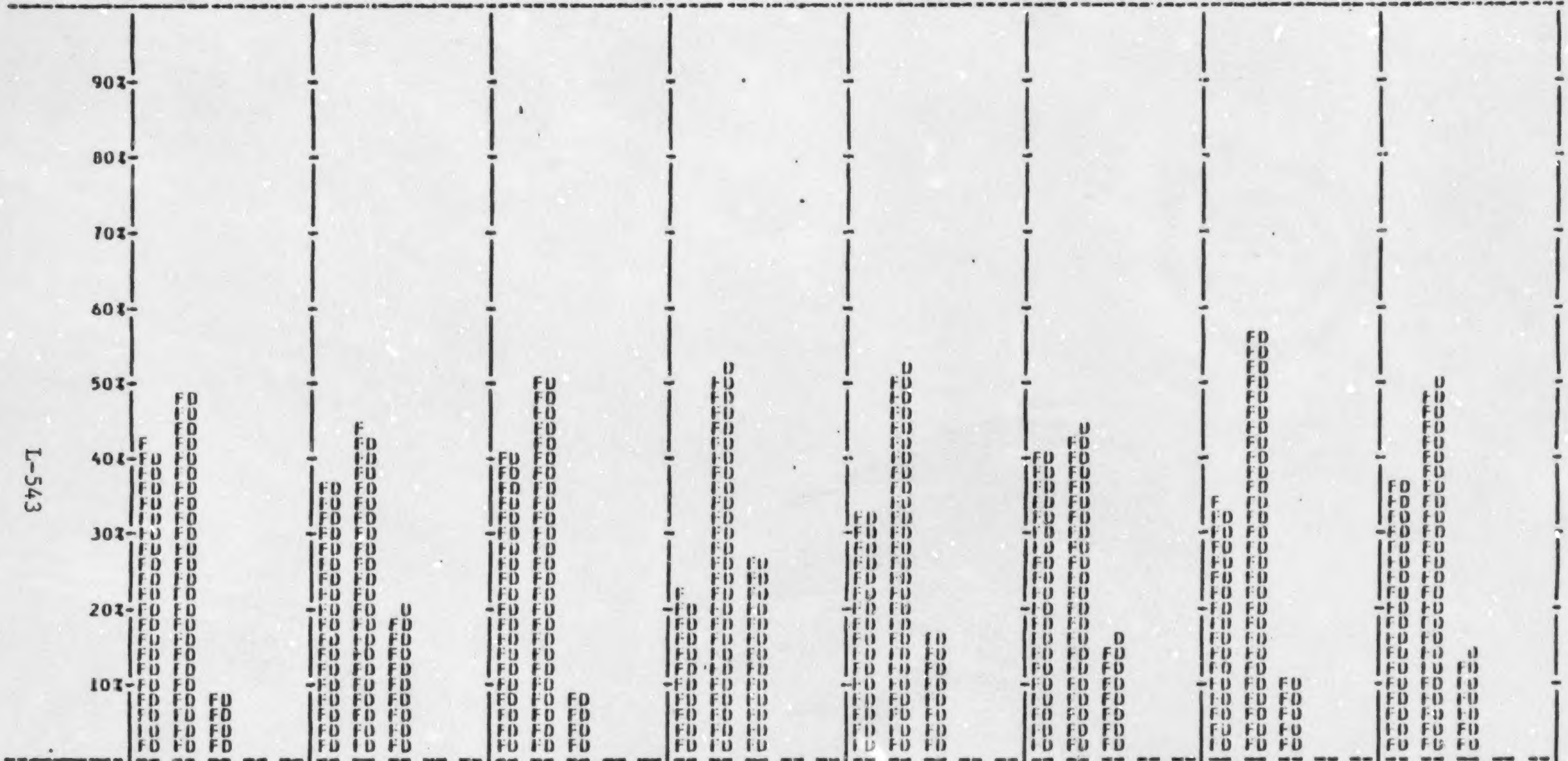
L-542

1983-84 SUMMARY OF EVALUATIONS FOR ALL FEMALE LIBRARIANS

(JULY, 1984)

COLUMNS OF LETTERS REPRESENT PERCENTAGE OF EVALUATOR RESPONSES. "D" INDICATES DISTRICT WIDE FIGURES FOR ALL LIBRARIANS "F" SHOWS FEMALE ONLY.

83.68



I-543

COMPETENCY CATEGORIES ----->	PERSONAL QUALITIES					PROCEDURAL AND RECORD KEEPING SKILLS					EXPERTISE IN BASIC SKILLS & SUBJECT AREAS					INSTRUCTIONAL SKILLS					MANAGEMENT SKILLS					LIBRARIAN COMPETENCIES					STUDENT/ LIBRARIAN RELATIONSHIPS					TOTAL				
PERCENT OF RESPONSES:	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
AISD :	41	49	9	0	0	36	43	21	0	0	40	50	9	0	0	21	52	26	1	0	32	52	16	0	0	40	44	16	1	0	33	57	10	0	0	36	50	14	0	0
SCHOOL:	42	49	9	0	0	37	45	18	0	0	40	51	9	0	0	22	51	27	1	0	33	51	16	0	0	41	43	15	1	0	34	56	10	0	0	37	49	13	0	0

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NOTE: PERCENT OF RESPONSES FOR EACH COMPETENCY CATEGORY WAS COMPUTED AS FOLLOWS:
TOTAL RESPONSES OF A 1-5 RATING DIVIDED BY THE TOTAL RESPONSES OF ALL 1-5 RATINGS.

NUMBER OF FEMALE LIBRARIANS RATED = 032

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL FEMALE LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 032)

83.68

L-544

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
IA. PERSONAL QUALITIES	4.3		161	187	34			
1. IS PUNCTUAL	4.2		13	13	6			
2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.3		13	16	3			
3. EXHIBITS POISE AND SELF-CONTROL	4.3		11	18	3			
4. PRESENTS AN EFFECTIVE ROLE MODEL	4.3		15	12	5			
5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.3		11	18	3			
6. DEMONSTRATES A SENSE OF HUMOR	4.2		8	22	2			
7. SHOWS ENTHUSIASM FOR WORK	4.4		14	15	2			
8. SHOWS INITIATIVE AND IMAGINATION	4.4		16	13	3			
9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.5		18	12	1			
10. DEMONSTRATES PROFESSIONAL GROWTH	4.3		14	15	3			
11. MAINTAINS AN APPROPRIATE APPEARANCE	4.4		14	17	1			
12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT STAFF	4.4		14	16	2			
IB. PROCEDURAL AND RECORDKEEPING SKILLS	4.2	3	32	39	16			6
1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.3		14	13	5			
2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.3		13	15	4			
3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.9	3	5	11	7			6
IIA. EXPERTISE IN BASIC SKILLS AND SUBJECT AREAS	4.3	1	51	65	11			
1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.3		13	15	4			
2. HAS KNOWLEDGE AND BROAD BACKGROUND IN LIBRARY SCIENCE	4.5		17	13	2			
3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	4.2	1	9	19	3			
4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.3		12	18	2			
IIB. INSTRUCTIONAL SKILLS	3.9	5	32	74	39	1		7
1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.9	1	5	15	9			1
2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.0	1	8	16	6	1		
3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	4.0	1	6	18	6			1
4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.1		9	17	6			
5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNING	3.7	2	4	8	12			5
IIC. MANAGEMENT SKILLS	4.2		52	82	26			
1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.1		9	16	7			
2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.4		17	12	3			
3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MINIMIZE PROBLEMS	4.1		9	18	5			
4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.1		9	16	7			
5. MAINTAINS A RESONABLE NOISE LEVEL	4.1		8	20	4			
IID. LIBRARIAN COMPETENCIES	4.2	3	155	164	56	3		2
1. SELECTS APPROPRIATE BOOKS AND MATERIALS	4.5		17	11	3			
2. MAINTAINS LIBRARY RESOURCES	4.5		19	11	2			
3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.4		19	9	3	1		
4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.5		17	13	2			
5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.1		9	16	7			
6. AQUAINTS STAFF WITH MATERIALS AND RESOURCES	4.2		11	16	5			
7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.3	2	12	16	2			
8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.9	1	8	10	10	1		2
9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	4.3		11	18	3			
10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	4.0		10	13	9			
11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.0		10	14	7	1		
12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAFF	4.3		12	17	3			

SUMMARY OF LIBRARIAN EVALUATION RATINGS
FOR ALL FEMALE LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 032)

	MEAN	INSUFF INFO X	OUT-STAND 5	STRONG 4	GOOD/ EXPECT 3	MINIM ACCEPT 2	UNAC-CEPT 1	NOT APPLIC 0
III. STUDENT/LIBRARIAN RELATIONSHIPS	4.2		99	161	28			
1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.2		10	17	5			
2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.2		9	20	3			
3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.3		12	18	2			
4. TREATS STUDENTS IMPARTIALLY	4.3		12	19	1			
5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.2		12	15	5			
6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.2		11	17	4			
7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.3		12	17	3			
8. RESPECTS RTS OF STUDENTS, ENCOURAGES THEIR SENSE OF RESP	4.3		11	18	3			
9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.3		10	20	2			

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CUMPETENCIES BY RANK CRDER
FOR ALL FEMALE LIBRARIANS IN 1983-84
(NUMBER OF LIBRARIANS RATED = 032)

	MEAN RATING
IA9. EXHIBITS AN OVERALL POSITIVE ATTITUDE	4.55
IID2. MAINTAINS LIBRARY RESOURCES	4.53
IID4. ASSISTS IN USE OF LIBRARY, EQUIPMENT, SERVICES	4.47
IIA2. HAS KNOWLEDGE AND A BROAD BACKGROUND IN LIBRARY SCIENCE	4.47
IID1. SELECTS APPROPRIATE BOOKS AND MATERIALS	4.45
IID3. ORGANIZES LIBRARY RESOURCES FOR READY ACCESS	4.44
IIC2. ATTENDS TO CONDITION AND APPEARANCE OF LIB MEDIA CENTER	4.44
IA11. MAINTAINS AN APPROPRIATE APPEARANCE	4.41
IA8. SHOWS INITIATIVE AND IMAGINATION	4.41
IA7. SHOWS ENTHUSIASM FOR WORK	4.39
IA12. WORKS EFFECTIVELY W/TEACHERS, STUDENTS, SUPPORT PERSONS	4.38
III4. TREATS STUDENTS IMPARTIALLY	4.34
IA10. DEMONSTRATES PROFESSIONAL GROWTH	4.34
IID7. FOLLOWS AISD GUIDE TO LIBRARY AND MEDIA SERVICES	4.33
III3. IS CONSISTENT IN RELATIONSHIPS WITH STUDENTS	4.31
IIA4. PRESENTS INFO VERBALLY IN CLEAR AND UNDERSTAND FASHION	4.31
IA4. PRESENTS AN EFFECTIVE ROLE MODEL	4.31
IA2. IS PHYSICALLY CAPABLE OF PERFORMING ASSIGNED TASKS	4.11
III7. RECOGNIZES AND RESPONDS TO CONTRIBUTIONS OF STUDENTS	4.28
IID12. USES FLEXIBLE SCHEDULING TO MEET NEEDS OF STUDENTS/STAF	4.28
IIA1. USES BASIC ESSENTIALS OF STANDARD ENGLISH	4.28
IB2. KEEPS SCH RECORDS AND REPORTS UP-TO-DATE AND ACCURATE	4.28
IB1. COMPLIES WITH ALL POLICIES AND PROCEDURES	4.28
III9. ESTABLISHES A WARM RELATIONSHIP WITH STUDENTS	4.25
III8. RESPECTS RTS OF STUDENTS, ENCOURAGE THEIR SENSE OF RESP	4.25
IID9. MAINTAINS HIGH RATE OF RETURN OF MATERIALS	4.25
IA5. USES COMMON SENSE/BEHAVES REALISTICALLY	4.25
IA3. EXHIBITS POISE AND SELF-CONTROL	4.25
III6. COMMUNICATES W/STUDENTS ACCUR, SYMPATHET, AND W/UNDERST	4.22
III5. IS ADAPTABLE IN DEALING WITH INDIV AND CULTURAL DIFFS	4.22
IA1. IS PUNCTUAL	4.22
III2. FOSTERS SELF-CONTROL AND SELF-DIRECTION IN STUDENTS	4.19
IID6. AQUAINTS STAFF W/MATERIALS AND RESOURCES	4.19
IIA3. WELL INFORMED OF LATEST DEVELOPMENTS IN CONTENT FIELDS	4.19
IA6. DEMONSTRATES A SENSE OF HUMOR	4.19
III1. FOSTERS POSITIVE SELF-IMAGES IN STUDENTS	4.16
IIC5. MAINTAINS A REASONABLE NOISE LEVEL	4.13
IIC3. USES BEHAVIOR MANAGEMENT TECHNIQUES TO MIN PROBLEMS	4.13
IIB4. EMPLOYS CREATIVE AND IMAGINATIVE APPROACHES TO TEACHING	4.09
IID5. MAKES OUTSIDE MATERIALS AVAILABLE TO STAFF	4.06
IIC4. PRACTICES POSITIVE REINFORCEMENT TECHNIQUES	4.06
IIC1. USES A VARIETY OF MOTIVATIONAL STRATEGIES	4.06
IID11. ENCOURAGES USE OF LIBRARY RESOURCES THRU DISPLAYS	4.03
IID10. ARRANGES EXHIBITS BASED ON CLASS AND SCHOOL THEMES	4.03
IIB3. MAKES STANDARDS FOR LEARNING PERFORMANCE CLEAR	4.00
IIB2. PLANS INSTRUCTION AROUND NEEDED STUDENT COMPETENCIES	4.00
IB3. DOCUMENTS STUDENT PROGRESS EFFECTIVELY	3.91
IID8. USES PARENTS AND VOLS IN PROVIDING LIBRARY SERVICES	3.86
IIB1. DIAGNOSES INDIVIDUAL AND CLASS DIFFICULTIES	3.46
IIB5. PREPARES APPRO TESTS AND EVAL ACTIVITIES OF STU LEARNING	3.67

Dissemination Schedule

DISSEMINATION SCHEDULE FOR 1984-85

Position	Summaries	Date
Superintendent Associate Superintendent of Instruction	Districtwide Summaries All Elementary Teachers All Junior High Teachers All Senior High Teachers	August
Assistant Superintendent of Elementary Education	Districtwide Summaries All Elementary Teachers Summaries for each Elementary campus	August
Director of Elementary School Curriculum	All Elementary Teachers Elementary Teachers by Subject Area	August
Elementary Instructional Coordinators	All Elementary Teachers Elementary Teachers by Subject Area	Late September-October
Assistant Superintendent of Secondary Education	Districtwide Summaries All Junior High Teachers All Senior High Teachers Summaries for each Junior High Campus Summaries for each Senior High Campus	August
Director of Secondary School Curriculum	All Junior High Teachers Junior High Teachers by Subject Area All Senior High Teachers Senior High Teachers by Subject Area	August
Secondary Instructional Coordinators	All Junior High Teachers Junior High Teachers by Subject Area All Senior High Teachers Senior High Teachers by Subject Area	Late September-October

DISSEMINATION SCHEDULE (Continued)

Position	Summaries	Date
Director of Special Education	All Special Education Teachers Elementary Campuses Secondary Campuses	August
Special Education Supervisor—Staff Personnel	All Special Education Summaries	August
Administrative Supervisor of Elementary Special Education	Elementary Campuses Elementary Special Education Campuses Elementary Special Education Itinerant	August
Administrative Supervisor of Secondary Special Education	Secondary Campuses Secondary Special Education Campuses	August
Administrative Supervisor, All-Level, Special Education	All-Level Special Education Itinerant All-Level Special Education Campuses	August
Coordinator of Staff Development	Districtwide Summaries All Elementary Teachers All Junior High Teachers All Senior High Teachers	August
Supervisors of Elementary and Secondary Guidance and Counseling	All Counselors	August
Library Services	All Librarians	August
Assistant Directors of Staff Personnel	Districtwide Summaries All Elementary Teachers All Junior High Teachers All Senior High Teachers	August
Elementary and Secondary Principals	Campus Summary	August

Memos to Assistant Directors
in Office of Staff Personnel

83.68

AUSTIN INDEPENDENT SCHOOL DISTRICT
Office of Research and Evaluation

August 8, 1984

TO: Wray Plicque

FROM: Maria Ramos-Cancel Wicker mrw

THROUGH: David Doss

SUBJECT: Professional Personnel Evaluation Summaries for the 1983-84 School Year

Attached are the professional personnel evaluation summaries for the following groups:

- District
- All elementary classroom teachers
- All junior high classroom teachers
- All senior high classroom teachers
- All elementary campuses
- All junior high campuses

This information may be helpful to you in working with your schools this year. If you are interested in seeing the summaries for other groups, please give us a call. We would be happy to obtain them for you.

MRW:rrf
Attachment

Approved: ______________________
Director, Office of Research and Evaluation

83.68

AUSTIN INDEPENDENT SCHOOL DISTRICT
Office of Research and Evaluation

August 8, 1984

TO: Ann Fields

FROM: Maria Ramos-Cancel Wicker mrw

THROUGH: David Doss

SUBJECT: Professional Personnel Evaluation Summaries for the 1983-84 School Year

Attached are the professional personnel evaluation summaries for the following groups:

- District
- All elementary and secondary classroom teachers
- All special education teachers
- All special education teachers - elementary campuses
- All special education teachers - elementary special education campuses
- All special education teachers - elementary special education itinerant
- All special education teachers - secondary campuses
- All special education teachers - secondary special education campuses
- All special education teachers - all level special education itinerant
- All special education teachers - all level special education campuses
- Itinerant speech therapists - elementary and secondary

If you are interested in seeing the summaries for other groups, please give us a call. We would be happy to obtain them for you.

MRW:rrf
Attachment

Approved: ______________________________
Director, Office of Research and Evaluation

83.68

AUSTIN INDEPENDENT SCHOOL DISTRICT
Office of Research and Evaluation

August 8, 1984

TO: Jim Patterson

FROM: Maria Ramos-Cancel Wicker MRW

THROUGH: David Doss

SUBJECT: Professional Personnel Evaluation Summaries for the 1983-84 School Year.

Attached are the professional personnel evaluation summaries for the following groups:

- District
- All elementary classroom teachers
- All junior high classroom teachers
- All senior high classroom teachers
- All senior high campuses

This information may be helpful to you in working with your schools this year. If you are interested in seeing the summaries for other groups, please give us a call. We would be happy to obtain them for you.

MRW:rrf
Attachment

Approved: ______________________
Director, Office of Research and Evaluation

83.68

AUSTIN INDEPENDENT SCHOOL DISTRICT
Office of Research and Evaluation

August 8, 1984

TO: Perry Jackson

FROM: Maria Ramos-Cancel Wicker MRW

THROUGH: David Doss

SUBJECT: Professional Personnel Evaluation Summaries for the 1983-84 School Year

Attached are the professional personnel evaluation summaries for the following groups:

- District
- All elementary teachers
- All junior high teachers
- All senior high teachers
- All elementary campuses

This information may be helpful to you in working with your schools this year. If you are interested in seeing the summaries for other groups, please give us a call. We would be happy to obtain them for you.

MRW:rrf
Attachment

Approved: ______________________
Director, Office of Research and Evaluation

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AUSTIN INDEPENDENT SCHOOL DISTRICT
Office of Research and Evaluation

August 8, 1984

TO: Derly Rivera

FROM: Maria Ramos-Cancel Wicker MRW

THROUGH: David Doss

SUBJECT: Professional Personnel Evaluation Summaries for the 1983-84 School Year

Attached are the professional personnel evaluation summaries for the following groups:

- District
- All elementary classroom teachers
- All junior high classroom teachers
- All senior high classroom teachers
- All counselors

This information may be helpful to you in working with your schools this year. If you are interested in seeing the summaries for other groups, please give us a call. We would be happy to obtain them for you.

MRW:rrf
Attachment

Approved: ____________________
Director, Office of Research and Evaluation

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